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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

VOL 54 I NO 3 I MARCH 2007 MARS I CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS I ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

L'ACPPU octroie 50 000 $ à l'APUL pour défendre la liberté académique

Le Fonds de la liberté académique de l'ACPPU a octroyé 50 000 $ à l'Association des professeurs de l'Université Laurentienne (APUL) pour soutenir la défense de la liberté académique du professeur de psychologie Michael Persinger.

« Professeur à l'Université Laurentienne depuis 30 ans et auteur de plus de 150 ouvrages scientifiques, M. Persinger subit les attaques soutenues de l'administration de l'établissement », a déclaré le directeur général de l'ACPPU, James Turk.

En fait, précise ce dernier, les menaces contre le programme de recherche de M. Persinger ont commencé il y a plusieurs années, mais les événements se sont accélérés au cours des 18 derniers mois.

« Il est difficile de croire que l'université puisse se livrer à de telles actions contre M. Persinger et ses étudiants », a signalé M. Turk. « Nous sommes reconnaissants à l'association du personnel académique de s'être vite portée à la défense des droits du professeur. »

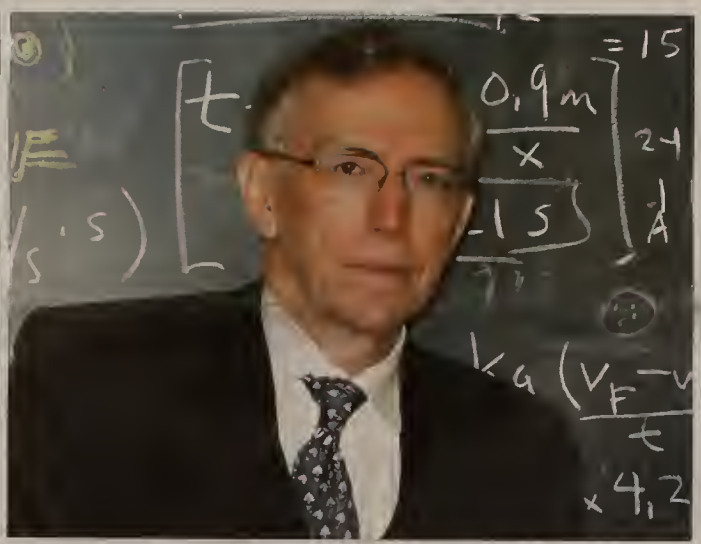
Les problèmes les plus récents sont apparus à la fin de 2005 lorsque M. Persinger et les membres de son équipe de recherche ont découvert que l'administration de l'université — sans aucun préavis — leur avait interdit l'accès au centre de soins aux animaux, dont le professeur et son équipe étaient de loin les utilisateurs les plus assidus. En 2004-2005, M. Persinger a obtenu l'approbation de 26 protocoles de recherche en neurosciences cognitives.

« C'est un comité "novice" responsable des soins aux animaux qui a imposé l'interdiction d'accès parce que plusieurs des protocoles de recherche soumis par M. Persinger avaient été rejetés — des protocoles qui, quelques mois plus tôt seulement, avaient été approuvés à certaines conditions — et parce que le professeur avait, estimait-on, défié l'autorité du vétérinaire », a expliqué la déléguée en chef de l'APUL, Mercedes Steedman.

« Cette interdiction est venue s'ajouter à une longue série de mesures puni-

Voir L'ACPPU à la page A8

CAUT Fund Awards $50K to Aid Laurentian Defence



Laurentian professor Michael Persinger has come under sustained attack from the university administration.

The CAUT Academic Freedom Fund has awarded $50,000 to Laurentian University Faculty Association to support its ongoing defence of the academic freedom of psychology professor Michael Persinger.

"Professor Persinger, who has taught at Laurentian for the past 30 years and written more than 150 professional papers, has come under a sustained attack from the university administration," said CAUT executive director James Turk.

He said threats to Persinger's research program date back several years, but events have intensified in the last 18 months.

"It is hard to believe the university's actions against Persinger and his students. We're grateful the faculty association has been vigilant in defending his rights," Turk said.

The most recent problems began in late 2005 when Persinger and his research team discovered the university administration had – without prior notification – locked them out of the animal care facility, of which Persinger and his team were by far the largest users. In 2004–2005, Persinger had 26 approved protocols for his research in the field of cognitive neuroscience.

"The lockout was justified by a new and inexperienced animal care committee because of the rejection of several research protocols submitted by Persinger – protocols that had been conditionally approved only months earlier – and because Persinger was perceived as having challenged the authority of the veterinarian," said LUFA's chief steward Mercedes Steedman.

"It has formed part of a larger pattern of punitive actions, including gross procedural violations in the research protocol approval process, barring Persinger from graduate supervision, refusing to admit students wishing to study with him and most recently, refusing to allow a television network to do a campus profile of him and his research."

After the lockout, Persinger revised the protocols and he and his research team were readmitted to the animal care facility when the committee signed off some protocols and referred others for additional peer review.

But three months later the committee voted to

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Academic Freedom Fund Donors

Faculty Associations

University of New Brunswick (AUNBT) — $50,000
University of Guelph (UGFA) — $25,725
Saint Mary's University (SMUFU) — $22,000
Cape Breton University (CBUFA) — $11,000
University of Victoria (UVicFA) — $12,000
McMaster University (MUFA) — $25,000
Mount Saint Vincent University (MSVUFA) — $14,720
University of Waterloo (FAUW) — $22,000
University of Calgary (TUCFA) — $28,605
Association of Nova Scotia University Teachers — $1,000
University of Regina (URFA) — $10,000
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Brescia University College (BFA) — $500
Université Sainte Anne (APPBUSA) — $2,000
University of Western Ontario (UWOFA) — $45,000
Université de Hearst (APUH) — $500
Nipissing University (NUFA) — $1,000
University of Alberta (AASUA) — $31,700
Université de Moncton (ABPPUMCE) — $2,750
University of B.C. (UBCFA) — $25,000
University of Northern B.C. (UNBCFA) — $2,000
St. Thomas More College (STMFU) — $2,000
Atlantic School of Theology (ASTFA) — $500
Collège universitaire de Saint-Boniface (APCUSB) — $2,000
King's University College (KUCFA) — $2,000
Concordia University (CUFA) — $20,000

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The Mortgage Centre
Discount Rates Page A7

RACISM STOP IT!
METTONS FIN AU RACISME!
March 21 mars

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La rédaction du *Bulletin* invite les lecteurs à lui écrire. Les lettres doivent porter sur un article, un commentaire ou une lettre précis qui sont parus dans le *Bulletin* ou qui ont trait à des actualités récentes. Les textes, dont la longueur est limitée à 300 mots, pourront être révisés par souci de clarté et de concision. Veuillez indiquer vos nom, adresse et numéro de téléphone. Nous ne publierons ni les lettres anonymes ni les textes que nous estimons potentiellement diffamatoires. Nous lisons avec une même attention toutes les lettres que nous recevons. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. Nous communiquerons par téléphone, courrier électronique, télécopieur ou retour du courrier avec les auteurs des lettres qui seront publiées. Les lettres doivent être envoyées à l'adresse duhaime@caut.ca.

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COMMENTARY
TRIBUNE LIBRE

Women & Collective Action in Academic Staff Associations

By HELEN J. BRESLAUER

FEMALE academics in Canadian universities have benefited from the work of a variety of feminist activist organizations within and outside the university. These groups have operated under different names – commissions, caucuses, committees – and at federal, provincial, local, university administration, and faculty association levels. They include the Royal Commission on the Status of Women, the National Action Committee on the Status of Women, CAUT's women's committee,[1] and status of women committees of the Ontario Confederation of University Faculty Associations, the Council of Ontario Universities and numerous local faculty associations.

They have produced academic work, for example, Monica Boyd's 1979 paper, published by the Association of Universities and Colleges of Canada, analyzing statistics on rank and salary differentials between female and male faculty in Canadian universities; policies like CAUT's 1988 Policy Statement on Positive Action to Improve the Status of Women in Canadian Universities; guides such as "Hers and His: Language of Equal Value" by Wendy Katz, published in 1981 by the status of women committee of the Nova Scotia Confederation of University Faculty Associations, and manuals aimed at equality of opportunity for women, such as the Council of Ontario Universities' 1988 "Employment Equity for Women: A University Handbook." They have also sponsored conferences, workshops and awards, such as the Sarah Shorten Award given by CAUT. But the mother of all contributions has been the discipline of women's studies, which has produced a revolution in knowledge about women, men, gender and inequality.

Much of my work over the past 35 years in and for Canadian universities has been with faculty association status of women committees and has led me to the following four points.

Local status of women committees are creatures of the organizations that sponsor or fund them. As such, their work is both facilitated by access to association resources and constrained by the policies, procedures, practices and cultures of those associations. A lack of understanding of, and appreciation for, this duality can and has caused many difficulties for these committees in Canadian universities, since both universities and their faculty associations are still male-dominated.

My second point is related to the first and concerns the constituency that local committees represent and to whom they report. At the level of the individual university, the committee may argue their constituents are female academic staff in the university or in the association. But most probably, the committee reports to whichever body governs the association, whether it is an executive committee or board. For provincial and national committees, the issue is more complex. These bodies may think of their constituents as the status of women committees of individual associations, or all female academic staff in the province or the country. In fact, provincial and national organizations may well maintain that the constituencies are the same as theirs: the faculty associations who are members of their organizations.

My third point concerns the membership of status of women committees. Who serves on these committees? How are committee members chosen? What are the criteria for choosing committee members? What are the self-selection processes involved? In my experience, the vast majority of those who serve on these committees are women who have either an academic or an activist interest in and experience with women's issues. In my opinion, that is a good thing. I have seen problems develop when members join whose primary or sole experience was a personal grievance. Those of us who have worked with women's issues know that most women have had some such experience. But when it is the sole credential for serving on a status of women committee, it can influence the committee's agenda in a manner unhelpful to the larger cause.

My last point has to do with the choices that organizations must make about women's committees and committees that are more broadly defined, such as equity committees or human rights committees. In my view, this is the most difficult issue: making the choice between structures that deal with women's issues and other equity issues, or choosing to have them coexist. In the universities, women's committees tend not to be any more diverse than the rest of the faculty, and there is the danger of their being seen as – or in fact being – a lobby for white, heterosexual, able-bodied women, while equity committees are for everyone, except these women.

There are differences of opinion about whether separate women's committees should exist or whether women's issues should become part of the larger equity issue. There seems to be mixed evidence about what actually happens when one choice or the other is made. The Canadian Federation for the Humanities and Social Sciences changed the name of its women's portfolio to the women's and equity issues portfolio. CAUT, on the other hand, chose another path and struck a second committee, an equity committee, in addition to its women's committee.

A potentially promising avenue to address this dilemma has been suggested by York University social scientist Linda Briskin. In a series of publications (see especially, her December 2001 article in the CAUT Bulletin and, more recently, in Just Labour, 8:101-12), Briskin develops her ideas about groups organizing first into separate caucuses and then coming together in a "caucus of caucuses." This may well be a fruitful process for faculty associations to explore in order to address the choices outlined above. ■

1. CAUT's women's committee originated under the name of the status of women committee, but was recently changed to reflect the one more commonly used in the union movement. "Status of Women," is a name still retained by the federal government, although after recent deep funding cuts, it is not clear what will be left of Status of Women Canada. My own preference is for the term "women's committee" – in my view, "status of women" has a vaguely colonial ring to it.

Helen Breslauer is a researcher and consultant. Hew views owe a debt to her many years as senior research officer for the Ontario Confederation of University Faculty Associations, 14 years as observer on CAUT's status of women committee and her extensive consulting experience on equity issues in the university. Earlier versions of these ideas were presented at the Canadian Sociology and Anthropology Association conference in June 2006 and at a meeting with members of the University of Toronto Faculty Association's status of women committee.

The views expressed are those of the author and not necessarily CAUT.

UNBC Plans to Reduce Faculty Numbers

WITH the euphemism, "workforce adjustment plan" the board of governors at the University of Northern British Columbia recently approved a process to reduce the full-time faculty complement by up to 10 per cent over the next three years.

Part of the new plan calls for eliminating 20 to 25 positions through voluntary buy-out packages and early retirement incentives in programs targeted by the board, and through a university-wide buy-out offer, subject to board approval.

Faculty association president Darwyn Coxson said the loss of faculty members, many of whom were specifically recruited to help UNBC meet its mandate to serve northern BC, will have "a major impact on designated programs."

He said his association strongly protested to the board over its initial unilateral decision to cut positions, and successfully negotiated a process to fend-off pressure on individuals to take buy-outs.

Along with the job cuts, UNBC also announced it was temporarily suspending new admissions to the bachelor's degree programs in women's studies, economics, physics and northern studies this fall, citing concerns over available fiscal and personnel resources.

The measure may violate BC's University Act, Coxson said. "We're deeply disappointed in UNBC's decision to suspend enrolment. We urge the administration to withdraw its decision pending a full discussion and decision by senate." ■

Version française à la page A5.

PRESIDENT'S COLUMN

Communications Are Paramount

By GREG ALLAIN

I WAS invited recently to contribute an article to the Federation of New Brunswick Faculty Associations' new newsletter, Reflections. I was glad to oblige. As I wrote in that article, internal and external communication is vital for any organization. This not only holds true for provincial federations, but also for local faculty associations.

When we think about communication, it's often of the external variety, i.e., the links to official, outside media: newspaper, radio and TV outlets. External communication obviously has importance, both on an ongoing basis (for lobbying issues and over better funding for post-secondary education, for instance), and particularly in creating understanding during situations such as contract negotiations or strikes, since it is crucial at these moments to get our side of the story out to the general public, which happens to include politicians and government officials, our students and their families, and our colleagues.

But internal communications – communication within our local associations – play a key role as well. This is clearly the case at critical junctures, whether responding to employer arbitrariness or authoritarianism, or in making important decisions during negotiations, or when job action is taken.

Indeed, I would argue that regular communications between local executives, committee members and the general membership – downward, upward and horizontal – should be paramount in all associations, not just in times of crisis.

I would bet organizational concerns such as member apathy, which we often decry, would be alleviated by a more frequent and efficient sharing of information. If we were to conduct a statistical analysis of our various locals, I believe there would be a strong correlation between effective internal communication and an association's vibrancy and vitality. Furthermore, I alluded in previous columns to the growing challenge of renewal within our ranks. Here also, I think regular and creative "information" would be a key tool in bringing new colleagues into our associations and getting them involved.

Just how are local associations doing, communications-wise? The short answer is not bad, but there is room for improvement, according to a 2004 survey CAUT undertook on associations' communication practices. Let's take a look at some of the results.

Of the 31 associations that responded to the survey, 19, or 61 per cent, said they had a newsletter (a quick look at the 48 links on the CAUT web site shows that figure appears to be up to 67 per cent now, although not all local associations are on that list). How frequently do the newsletters come out? One local answered monthly, 11 said quarterly (35 per cent), three said biannually (about 10 per cent), and 14 said they had no fixed schedule (45 per cent). So nearly half have irregular publications. In the majority of cases, a designated staff member designs the newsletter and is responsible for producing its content, which would explain why very small associations often have no newsletters to speak of, or ones whose publishing dates fluctuate.

The same pattern holds for web sites: most associations have one, but as we know, the key to a good web site is its upkeep. Only about one-quarter of the respondents said they updated their site weekly or monthly, while the majority (61 per cent) reported updating less often. The survey also showed that site design and content update was most often the responsibility of a staff member.

Two other items are worthy of note. When asked how many press releases or statements had been issued directly to the news media in the past year, almost half of the respondents to our survey said "none"; 26 per cent said "between one and three"; and 25 per cent said "more than four." Moreover, the survey revealed that two-thirds (65 per cent) of local associations did not have a communications committee, which is somewhat surprising given the importance of communication and networking today.

I know how difficult it is within many associations to get people to serve on executive committees, bargaining committees and griev-

See COMMUNICATIONS Page A6 ☞

LE MOT DU PRÉSIDENT

Les communications, c'est primordial!

Par GREG ALLAIN

DERNIÈREMENT, j'ai été invité à rédiger un article pour le nouveau bulletin *Réflexions* de la Fédération des associations de professeures et professeurs d'université du Nouveau-Brunswick. C'est une invitation que j'ai acceptée avec plaisir. Comme je l'écris dans cet article, les communications internes et externes sont essentielles à toutes les organisations. Et c'est vrai non seulement pour les fédérations provinciales, mais aussi pour les associations locales de personnel académique.

Lorsque nous pensons aux communications, c'est le plus souvent leur aspect externe qui nous vient à l'esprit, c'est-à-dire les liens avec les médias extérieurs officiels que sont les journaux, la radio et la télévision. De toute évidence, les communications externes revêtent de l'importance, tant pour les activités à caractère permanent (lobbying et amélioration du financement de l'enseignement postsecondaire, par exemple) que pour la compréhension des situations ponctuelles comme les négociations collectives et les grèves, puisqu'il est alors essentiel de faire connaître notre version des faits au grand public, qui se compose entre autres des dirigeants politiques, des gouvernements, du grand public, mais aussi de nos étudiants et de leurs familles, ainsi que de nos collègues.

Toutefois, les communications internes, c'est-à-dire les communications à l'intérieur de nos associations locales, jouent aussi un rôle clé. C'est notamment le cas à certains moments cruciaux, qu'il s'agisse de réagir à des décisions arbitraires ou à l'autoritarisme de l'employeur, de prendre des décisions importantes pendant les négociations ou de recourir à des moyens de pression comme la grève.

En fait, je dirais que les communications régulières (descendantes, ascendantes et horizontales) entre les comités de direction locaux, les membres des comités et l'ensemble des membres doivent occuper une place primordiale dans toutes les associations, et pas seulement en période de crise.

Je parlerais qu'un échange d'information plus fréquent et plus efficace contribuerait à résoudre certains problèmes d'ordre organisationnel, comme l'apathie des membres dont on se plaint régulièrement. À mon avis, si nous devions effectuer une analyse statistique de nos diverses associations locales, nous constaterions l'existence d'une corrélation étroite entre l'efficacité des communications internes et le dynamisme et la vitalité des associations. De plus, j'ai déjà parlé dans cette chronique du défi de plus en

Voir COMMUNICATIONS à la page A6 ☞

Dulled by Academe's Verbal Chloroform

By DAVID WILSON

ONE aspect of the bureaucratization of higher education is the relentless use of clichés – words (and variants of them) once innocent but now to be dreaded. They epitomize the wooden, soulless and routine claptrap of official conversation, course documentation, validation committees and staff development events that attempt to give educational activity some generic appropriateness that will especially reassure those managers who are inactive in teaching and research. Perhaps a part of the discussion about the nature and implications of academic freedom should reflect the insidious effect on it of the stunted vocabulary we are now expected to use in our professional lives. We should consider not just what we say but how we are asked to say it.

These overworked words – "outcome," "underpin," "embed," "celebrate," "innovative," "robust," "rigour" and so on – are the verbal chloroform that characterizes our excessively bureaucratized environment and usurps good, expressive English. This is not jargon particular and necessary to a specialized field of professional work; rather it is lazy but obsessive overuse of exhausted terms, making them vacuous. They represent a poverty of expression approaching illiteracy. Of course, the word that has suffered the most monstrous violation through cynical overuse is "quality." It is beloved of bureaucrats but often stimulates feelings of bitter irony in academics, who have come to regard it as newspeak.

This triumph of form over substance has become as widespread as it is preposterous, just like the phenomenal epidemic of the "management professor." The claptrap is, of course, rather the language of the manager of academics than that of the academic, whose usual sympathy with English is often greatly offended. But such language has become obligatory. Unless you pepper meetings and official documents with it, you are thought to be incompetent, a bit strange or naive. This dangerous nonsense, sometimes called "edubabble," "educationese" or "eduspeak," has successfully poisoned all levels of education. And, if the clichés are questioned, your understanding of "quality assurance" and "best practice" is immediately put into doubt, or you are dismissed as negative or unprofessional. The way this language is used encourages unthinking conformity, but it might also fulfil a bonding function for some of its enthusiasts. Others of us avoid these clichés because they make us feel false, because we think they deserve a rest, and because we see them as throwaway, meaningless, formulaic, predictable and boring. What is so ironic is that the academic concern for truth, meaning and good use of English should be constrained by such a prescribed and disingenuous use of worn-out terms of expression.

Perhaps much of the blame for this problem lies with what is now often wrongly accepted as "educational research" – lots of the obvious, which has been re-researched, "revisited," repeated and convoluted to appear original, but functions in part to reinforce this hackneyed phraseology. Is it academic terminology? I think not. This chronically repetitive, sterile, insincere and irritating waffle reflects almost nothing. Will anyone join me in boycotting it? Watch out for further vulnerable words in the pipeline for the *Brave New World* treatment – I have seen "empathy" earmarked on module templates as a transferable skill.

Anyway, chin up, and I wish everyone integrity of outcomes for the new year. ■

David Wilson is a senior lecturer and administers joint honours at Cumbria Institute of the Arts.

This article first appeared in the 26 January 2007 edition of the Times Higher Education Supplement.

The views expressed are those of the author and not necessarily CAUT.

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

HOMEWORK!

Assigning Numbers

Assign the numbers 1, 2, 3, 4, 5, 6 to the vertices and sides of a triangle in such a way that each number occurs once and the number assigned to each side is the sum of those assigned to its endpoints. In addition, can the analogous problem for a square, pentagon and hexagon be solved, where the numbers go up to 8, 10 and 12 respectively?

Homework! comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. **Answer on page A8.**

NEWS ACTUALITÉS

Les universités canadiennes sont appelées à ne pas renouveler leurs contrats avec Coca-Cola

LES étudiants de tout le pays appellent les universités canadiennes à ne pas renouveler leurs contrats avec Coca-Cola. Ce mouvement de boycottage s'inscrit dans le cadre d'une campagne internationale destinée à dénoncer les pratiques répréhensibles de la société américaine en matière de droits humains, de travail et d'environnement dans des pays comme l'Inde et la Colombie.

Les organisateurs de la campagne citent des rapports établissant que des travailleurs et des dirigeants syndicaux employés chez Coca-Cola en Colombie ont subi les attaques de groupes paramilitaires. Depuis 1989, sept syndicalistes qui travaillaient dans des usines d'embouteillage de Coca-Cola en Colombie et un chef d'usine pro-syndicat ont été assassinés, et de nombreux autres employés auraient reçu des menaces de mort ou auraient été kidnappés et torturés.

En février dernier, les dirigeants syndicaux en poste à l'usine d'embouteillage de Coca-Cola à Bucaramanga, en Colombie, ont été prévenus par un groupe paramilitaire qu'ils seraient torturés et tués s'ils ne mettaient pas fin à leurs critiques contre la compagnie. Les dirigeants syndicaux avaient reçu des menaces du même genre en décembre 2006.

En Inde, les accusations s'additionnent contre Coca-Cola dont la consommation vorace de l'eau dans ses usines de mise en bouteilles assèche les nappes phréatiques locales et menace les communautés agricoles avoisinantes. Coca-Cola est également accusée de contaminer les ressources en eau et de distribuer comme engrais, aux paysans des alentours, des boues toxiques provenant des déchets de ses usines. Dans deux agglomérations indiennes, le gouvernement d'État a ordonné à la société de cesser de distribuer des déchets solides contenant du cadmium et du plomb aux agriculteurs installés à proximité de ses usines d'embouteillage.

Les étudiants réclament que la firme Coca-Cola admette s'être livrée aux abus présumés qui lui sont reprochés, qu'elle accepte que des tierces parties indépendantes enquêtent sur les allégations portées contre elle, qu'elle indemnise les personnes touchées et qu'elle adopte un code de déontologie applicable à l'échelle mondiale.

À l'Université de Waterloo, les étudiants espèrent convaincre les administrateurs de ne pas renouveler le contrat de l'établissement avec Coca-Cola, qui doit expirer l'été prochain.

« La campagne que nous menons est relativement récente », a déclaré Miriam Papps, étudiante de troisième année en espagnol et membre de l'organisation Students Against Sweatshops à l'Université de Waterloo. « Nous visons avant tout à mieux faire connaître les faits au public et à démontrer que les préoccupations soulevées à cet égard sont légitimes. »

Reprenant une idée des étudiants de l'Université d'Ottawa, le groupe a apposé des traces de pas en papier sur le sol menant d'un distributeur automatique à un kiosque d'information du centre étudiant.

« Nous sollicitons également l'appui des professeurs qui voudraient ajouter leur voix à notre campagne », a ajouté Mme Papps.

À l'Université McMaster, l'organisation étudiante Campus Choice se mobilise pour tenter de convaincre les dirigeants de l'établissement de résilier un contrat de longue date, renouvelable en août prochain, qui confère à Coca-Cola un monopole sur le campus.

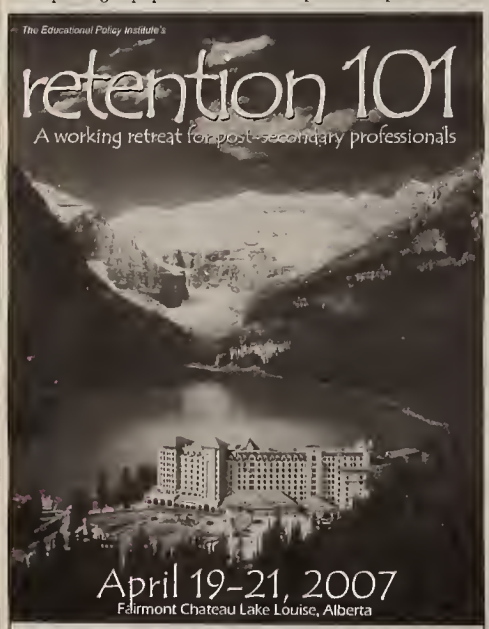
Les étudiants du Collège universitaire Kings ont organisé des manifestations, fait circuler des pétitions et généré une couverture médiatique locale pour faire pression sur les dirigeants de l'établissement afin qu'ils demandent à la société Aramark (le fournisseur de services alimentaires du collège) d'offrir d'autres marques de boissons gazeuses et de rafraîchissements. Les étudiants estiment que c'est là une première étape dans la bonne direction, mais le groupe anti-Coke déclare dans un communiqué que la campagne se poursuivra jusqu'à ce que le collège soit complètement débarrassé de tous les produits de Coca-Cola.

Les étudiants de l'Université de Guelph indiqueront bientôt par référendum s'ils veulent que l'établissement s'approvisionne auprès d'un « autre fournisseur de boissons gazeuses qui est respectueux de l'éthique ».

Une demande d'accès à l'information déposée par le journal étudiant *Eyeopener* à l'Université Ryerson a permis d'apprendre que Coca-Cola verse à cette dernière 765 000 $ pour empêcher la vente des produits de son concurrent Pepsi-Cola sur le campus. Le contrat d'exclusivité de cinq ans signé en 2004 aide ainsi l'établissement à rembourser sa dette de capital et à financer son programme de bourses académiques et sportives.

Les organisateurs de la campagne à Ryerson ont lancé une pétition exhortant la direction à réexaminer son entente avec Coca-Cola.

La société Coca-Cola a créé un site web de relations publiques (www.cokefacts.com) qui a pour objectif de réfuter les allégations de pratiques abusives en matière de travail, d'environnement et de droits humains. ■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Fairmont Chateau Lake Louise, Alberta

The Educational Policy Institute is hosting a 2.5 day retreat in beautiful Lake Louise, Alberta for institutional leaders directly involved in the planning and implementation of a student success strategies for their institution. Participants from colleges and universities will work in a relaxed atmosphere to learn about the challenges to student retention as well as strategies that can be implemented to improve retention and persistence rates. Participants will leave with a plan for action to take back to their campus. Registration is limited. For more information, call (757) 271-6380, email us at *info@educotionolpolicy.org*, or register at our website. See you in Lake Louise!

epi Educational Policy Institute

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The foundation of kidney care.

Canadian Universities Urged Not to Renew Coca-Cola Contracts

STUDENTS across Canada are calling on universities not to renew contracts with Coca-Cola.

The students' efforts are part of an international campaign aimed at raising awareness about the corporation's poor human rights, labour and environmental record in countries like India and Colombia.

Campaigners cite reports that workers and union leaders at Coca-Cola's operations in Colombia have been targeted by paramilitaries. Since 1989, seven union leaders who worked at Coca-Cola bottling plants in Colombia and one union-friendly plant manager have been murdered and countless other employees have reportedly been threatened with death, kidnapped and tortured.

In February, union leaders working at Coke's bottling plant in Bucaramanga, Colombia, were warned by a paramilitary group they would be tortured and killed if they did not stop criticizing the company. Union leaders received similar threats in December 2006.

In India, there are widespread allegations that Coca-Cola's voracious use of water in its bottling plants is depleting local groundwater tables and threatening surrounding farming communities. Coke is also accused of contaminating water supplies and distributing toxic sludge from the bottling plants to local farmers under the guise of fertilizer. In two Indian communities, the state government has ordered the company to stop distributing solid waste containing cadmium and lead to farmers around its bottling facilities.

Students want the giant beverage company to admit to alleged abuses, have independent third-party investigations into allegations, compensate those affected and adopt a global code of conduct.

Students vs. Coke

Canadian universities active in the Campaign to Stop Killer Coke.

- Carleton University
- King's University College
- Lakehead University
- Malaspina University College
- McMaster University
- Queen's University
- Ryerson University
- Simon Fraser University
- University of Alberta
- University of British Columbia
- University of Guelph
- University of Lethbridge
- University of Ottawa
- University of Toronto
- University of Waterloo
- University of Western Ontario
- York University

Source: www.killercoke.org

At the University of Waterloo, students hope to convince administrators not to renew a contract with Coke set to expire this summer.

"Ours is a relatively young campaign," said Miriam Papps, a third-year Spanish student and a member of UW's Students Against Sweatshops. "Our focus is on raising awareness about the facts and demonstrating that these are legitimate concerns."

Using an idea borrowed from University of Ottawa students, the group placed a trail of paper footprints from a vending machine to an information booth in the student centre.

"We're also reaching out to professors who might support our work by adding their voices to our campaign," Papps said.

At McMaster University, the student group Campus Choice is trying to convince administrators to terminate a longtime contract that gives Coke a monopoly on campus. That contract is also up for renewal in August.

Kings University College students used demonstrations, petitions and local media coverage to pressure university administrators to ask Aramark, King's food distributor, to provide alternative beverage choices. Students say this is a good first step, but are continuing their campaign for an outright ban.

"Our goal is to clear King's of all beverages provided by the Coca-Cola company," the anti-coke group there said in a press release.

At the University of Guelph, students will vote soon on a referendum asking them to support a switch to an "alternative ethical beverage supplier."

A freedom of information request filed by the Eyeopener – the Ryerson University student newspaper – revealed Coca-Cola pays the university $765,000 to keep its competitor, Pepsi-Cola, and its products, off campus. The five-year exclusivity deal, signed in 2004, helps the school pay off its capital debt and fund scholarships and athletic bursaries.

Ryerson campaigners are circulating a petition urging the administration to reconsider its deal with Coke.

Coca-Cola has set up a public relations web site (www.cokefacts.com) to refute allegations of labour, human rights and environmental abuses. ■

For more information on the students' international campaign, visit www.studentsagainstsweatshops.org.

International Day of Action Against Coca-Cola coming up on March 27! On March 27, students at colleges and universities throughout the United States and Canada are hosting protests to demand that their schools sever ties with Coca-Cola.

NEWS ACTUALITÉS

Réduction des effectifs envisagée à l'UNBC

Le conseil d'administration de l'Université du Nord de la Colombie-Britannique (UNBC) a approuvé dernièrement, sous l'appellation euphémique de « plan de réaménagement des effectifs », des mesures destinées en fait à réduire le corps professoral à temps plein de 10 % au cours des trois prochaines années.

Le nouveau programme prévoit entre autres la suppression de 20 à 25 postes d'enseignants, d'une part, par l'octroi d'indemnités de départ volontaire et de primes d'encouragement à la retraite anticipée au personnel des programmes ciblés par le conseil, d'autre part, par le lancement d'une offre de rachat d'emploi à l'échelle de l'université, sous réserve de l'approbation du conseil.

Le président de l'association du personnel académique, Darwyn Coxson, soutient que la compression du corps professoral, dont bon nombre des membres ont été embauchés expressément pour aider l'UNBC à remplir son mandat au regard des communautés du nord de la Colombie-Britannique, aura « des répercussions profondes sur les programmes désignés ».

Après avoir protesté énergiquement auprès du conseil contre sa décision unilatérale initiale de supprimer des postes, l'association du personnel académique est parvenue à négocier la mise en place de modalités permettant aux employés d'accepter librement une offre de départ volontaire, indique M. Coxson.

En plus des suppressions de postes, l'UNBC a annoncé qu'elle suspendait temporairement toutes nouvelles inscriptions aux programmes de baccalauréat en études des femmes, en sciences économiques, en physique et en études nordiques cet automne, invoquant des préoccupations au sujet de la disponibilité des ressources financières et des effectifs.

Il se peut qu'une telle mesure enfreigne la loi sur les universités de la Colombie-Britannique, prévient toutefois M. Coxson.

« Nous sommes profondément déçus par la décision de l'UNBC de suspendre les inscriptions. Nous demandons à la direction de l'établissement de revenir sur sa décision en attendant que la question soit pleinement débattue et tranchée par le sénat. » ■

English on page A2.

— PHOTO : UNIVERSITÉ DU NORD DE LA COLOMBIE-BRITANNIQUE —

Labour Unrest Escalating at University of Saskatchewan

THE University of Saskatchewan's centennial year may go down in history as the worst on record for campus labour relations.

Four different unions are involved in increasingly contentious negotiations with the university's administration for new contracts to cover faculty, sessional lecturers, support staff and other university workers.

The U of S Faculty Association, which represents 1,000 full-time faculty, librarians and research scientists, has been without a contract for almost two years.

"This has been one of the stormiest rounds of bargaining ever for faculty," said Tim Quigley, chief negotiator for the faculty association.

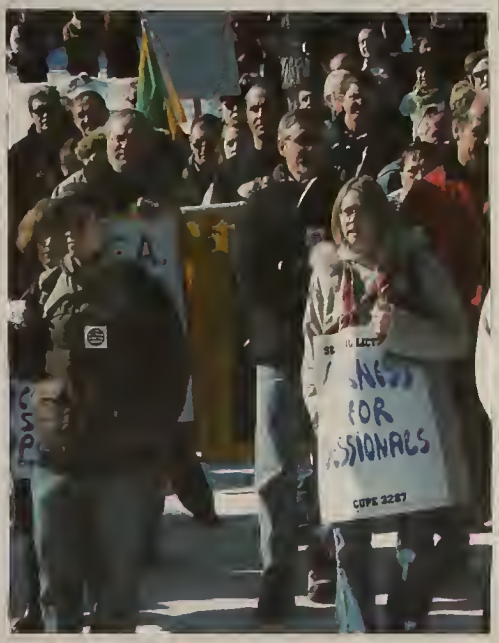
Hundreds of faculty members attended a special membership meeting March 3 where a strike vote was on the table, but the vote was delayed pending eleventh-hour progress at the negotiating table.

"Negotiations are always about compromise. That's what we've started to finally see from the employer," faculty association chair Tracy Marchant told the assembly.

According to Marchant, priority issues at the faculty bargaining table are salary grid reform, workload, equity and university governance.

Meanwhile, the six hundred sessional lecturers represented by CUPE Local 3287 voted 78 per cent in favour of strike action in a ballot last month. A contract for the sessional union expired in August 2005 and negotiations between the local and the university so far haven't resulted in a new contract. The group is among the lowest paid in western Canada and is seeking wage parity with the University of Regina.

The contract with the administrative, professional and technical staff association ended in April 2005, while the contract with the 2,400 support workers represented by CUPE 1975 expired Dec. 30, 2006. According to union updates, unresolved issues are largely monetary.



Union members rally on the University of Saskatchewan campus March 9.

Marchant said all unions are criticizing the administration for citing financial straits as a reason to be stingy, while simultaneously giving a substantial salary increase to senior university officials, including some wage hikes in excess of 25 per cent last year alone.

"After seeing some of these stats, people on campus no longer believe the employer's claim there was a structural deficit at the U of S," Marchant said.

The university is hosting Congress 2007 and several homecoming events as part of its centennial year celebrations — all possible targets for job action by one or more of the unions on campus, Marchant said.

"It's surprising really that the board of governors would start our centennial year without concluding contract negotiations with the unions," she added. ■

Les communications, c'est primordial!

☞ Suite de la PAGE A3

plus grand que représente le renouvellement de nos associations. Là encore, j'estime qu'une information régulière et stimulante constituerait un excellent moyen d'attirer de nouveaux collègues dans nos associations et de les amener à y jouer un rôle actif.

Qu'en est-il au juste des communications dans les associations locales? En un mot, elles ne se portent pas mal, mais il y a place à l'amélioration, si l'on se fie aux résultats d'un sondage que l'ACPPU a mené en 2004 à ce sujet. Examinons quelques-uns des résultats obtenus.

Sur les 31 associations qui ont participé au sondage, 19 (soit 61 %) ont déclaré publier un bulletin d'information (un coup d'oeil aux 48 liens qui apparaissent sur le site web de l'ACPPU révèle que leur nombre a augmenté depuis à 67 %, bien que les associations ne figurent pas toutes sur cette liste). À quelle fréquence sont publiés ces bulletins? Une association locale a dit publier son bulletin tous les mois, 11 ont dit le publier tous les trois mois (35 %), trois ont dit le faire paraître tous les six mois (environ 10 %), et 14 ont déclaré ne pas avoir de calendrier de publication déterminé (45 %). Par conséquent, près de la moitié des associations ne publient que de façon irrégulière. Dans la majorité des cas, c'est un membre désigné du personnel qui conçoit le bulletin et qui est chargé d'en produire le contenu, ce qui expliquerait pourquoi les très petites associations n'ont pour ainsi dire pas de bulletin ou pourquoi la fréquence de parution y varie.

On observe le même phénomène dans le cas des sites web. La plupart des associations en possèdent un, mais, comme nous le savons, la clé d'un bon site web réside dans sa mise à jour continue. Or, seulement le quart des répondants environ ont déclaré mettre leur site à jour chaque semaine ou chaque mois, alors que la majorité (61 %) le mettent à jour moins souvent. Le sondage a également révélé que la conception du site web et la mise à jour de son contenu relevait le plus souvent d'un membre du personnel.

Deux autres éléments méritent d'être mentionnés. Interrogés sur le nombre de communiqués de presse et de déclarations diffusés directement dans les médias au cours de la dernière année, près de la moitié des participants au sondage ont répondu « aucun »; 26 %, « de un à trois »; et 25 %, « plus de quatre ». Le sondage a aussi révélé que les deux tiers (65 %) des associations locales n'étaient pas dotées d'un comité des communications — fait quelque peu étonnant étant donné l'importance accordée de nos jours aux communications et au réseautage.

Je sais à quel point il est difficile pour de nombreuses associations d'inciter les membres à faire partie des comités de direction, des comités des négociations et des comités du règlement des griefs, sans parler des comités « moins prestigieux » chargés des communications ou des activités sociales (ces derniers étant pourtant aussi très importants pour la vitalité d'une association!). Il peut toutefois s'agir d'un cercle « vertueux » : si l'on fournit rapidement aux membres de meilleurs renseignements sur les activités de leur association et sur les dossiers auxquels elle se consacre quotidiennement, il se peut qu'un plus grand nombre de personnes veuillent passer à l'action et siéger à un comité.

Il est vrai, je le répète, que les choses pourraient être bien pires. Cependant, il ne faut pas oublier le large éventail d'activités et de moyens de communication possibles. Certaines associations possèdent des méthodes de communication exemplaires : bulletins d'information périodiques et accrocheurs, sites web invitants, communiqués de presse fréquents. À l'autre extrême, on trouve des associations dont le site web n'est plus à jour, dont le bulletin paraît de façon irrégulière ou qui n'ont pas encore adopté de stratégies de communication. Bien sûr, la disponibilité des ressources humaines peut entrer en ligne de compte. Mais ne devrait-il pas s'agir d'abord et avant tout d'une question de priorités? À ce sujet, un participant à notre sondage a déclaré ce qui suit : « Notre association est petite, mais elle prend de l'expansion, étant donné qu'elle inclut maintenant les chargés de cours. Elle devrait peut-être produire un bulletin ou se doter d'un site web pour faciliter les communications. »

Quel rôle peut jouer l'ACPPU à cet égard? En premier lieu, elle peut fournir la liste des stations de télévision et de radio, ainsi que des journaux quotidiens, hebdomadaires et communautaires, en plus des médias culturels et alternatifs, aux associations qui veulent obtenir les coordonnées des médias locaux et provinciaux. David Robinson, directeur général associé de l'ACPPU et responsable des communications, sera heureux de fournir à votre association les renseignements et l'aide dont elle pourrait avoir besoin.

L'ACPPU peut également aider à répondre aux besoins en communications à plus long terme grâce à un cours gratuit offert sur place, qui est consacré aux relations avec les médias et qui porte sur tous les aspects de la question : élaboration et mise en oeuvre d'une stratégie de communication efficace, utilisation intégrée des voies de communication, rédaction de communiqués de presse, conseils sur les relations avec les médias, techniques pour faire passer son message pendant une entrevue, choses à faire et à éviter pour la tenue et la mise à jour d'un site web. La demande pour ce cours est assez forte, et les associations qui l'ont suivi l'ont trouvé très utile.

Communiquer est important. Mais la vraie communication, c'est plus qu'un simple échange d'information (bien qu'il s'agisse d'un élément clé). C'est aussi un moyen d'assurer le dynamisme de nos associations et la solidarité de nos membres. ■

NEWS ACTUALITÉS

Optimisez votre situation fiscale pour 2006

Le budget fédéral déposé par le gouvernement conservateur en mai 2006 a considérablement modifié l'impôt sur le revenu. Si certaines des propositions qui y ont été présentées ont reçu force de loi, d'autres sont en voie d'être édictées. Par ailleurs, le 31 octobre 2006, le ministre fédéral des Finances a annoncé, à la surprise de tous, que les avantages fiscaux dont jouissaient les fiducies de revenu seront supprimés d'ici quatre ans. Afin d'atténuer les répercussions de cette mesure, il a annoncé en même temps que le partage du revenu des pensionnés serait désormais possible. Il importe toutefois de noter que vu l'instabilité politique à Ottawa, certaines des nouvelles mesures du gouvernement pourraient ne jamais être promulguées. Voici un résumé des principaux changements à l'impôt sur le revenu des particuliers qui sont proposés dans le budget fédéral de 2006 ainsi que ceux annoncés en octobre :

Le taux d'imposition le plus bas sur le revenu des particuliers passera à 15,25 % en 2006 et à 15,5 % en 2007. En 2006, le taux de la tranche d'imposition inférieure, soit 15,25 %, s'appliquera à tout revenu imposable de moins de 36 378 $. Cette première tranche sera indexée pour les années d'imposition subséquentes.

En 2006, l'exemption personnelle de base des particuliers passera de 8 649 $ à 8 839 $. En 2007, ce montant s'accroîtra de 100 $ et sera indexé. En 2008, 200 $ s'ajouteront au montant de base des particuliers de 2006, et une autre indexation aura lieu. En 2009, le montant de base des particuliers sera indexé et rajusté pour atteindre 10 000 $.

Le budget confirme les changements apportés aux crédits relatifs à un conjoint ou conjoint de fait pour les années d'imposition de 2006 à 2009. En 2006, le crédit passera de 7 344 $ à 7 505 $. En 2007, il descendra au montant de base de 7 420 $, indexation en sus. En 2008, il atteindra 7 590 $ et sera indexé. Enfin, en 2009, il sera indexé et rajusté pour atteindre 8 500 $. Ce crédit continuera d'être réduit par le revenu du conjoint ou conjoint de fait supérieur aux seuils établis, lesquels augmenteront également de 2006 à 2009.

À partir de l'année d'imposition de 2006, le crédit d'impôt maximum pour revenu de pension passera de 1 000 $ à 2 000 $.

Le nouveau crédit d'impôt applicable au revenu d'emploi, d'un montant de 500 $ en 2006, sera porté à 1 000 $ en 2007, puis indexé selon l'inflation par la suite. Ce crédit permettra de tenir compte des frais que les employés doivent engager pour occuper un emploi.

Les étudiants de niveau postsecondaire profiteront d'un nouveau crédit non remboursable pour les manuels, qui entrera en vigueur pour l'année d'imposition 2007. Le montant à partir duquel le crédit d'impôt sera calculé s'élèvera à 65 $ pour chaque mois où l'étudiant est admissible au montant relatif aux études à temps plein, et à 20 $ pour chaque mois où l'étudiant est admissible au montant relatif aux études à temps partiel.

Depuis le 1er juillet 2006, les particuliers qui utilisent régulièrement le transport en commun peuvent aussi demander un crédit d'impôt non remboursable pour les laissez-passer achetés pour eux-mêmes, un conjoint ou une personne à charge ayant moins de 19 ans. Les laissez-passer doivent être d'une durée d'un mois ou plus.

À partir de 2007, les parents auront droit à un nouveau crédit d'impôt non remboursable pour la condition physique des enfants. Pour chaque enfant de moins de 16 ans, le crédit sera appliqué jusqu'à concurrence de 500 $ des frais admissibles au titre de programmes d'activité physique.

À partir de 2006, les bourses d'études et de perfectionnement seront entièrement exonérées d'impôt. Auparavant, l'exemption maximale était de 3 000 $.

La prestation pour enfants handicapés est passée de 2 044 $ à 2 300 $ le 1er juillet 2006.

À compter de juillet 2006, la prestation universelle pour la garde d'enfants est versée aux parents en paiements de 100 $ par mois pour chaque enfant de moins de six ans. Ce montant est imposable pour le conjoint touchant le revenu le moins élevé.

Certains dividendes versés en 2006 et dans les années subséquentes seront imposés à des taux plus faibles. Cette proposition budgétaire améliore la majoration et le crédit fiscal pour les dividendes admissibles payés aux particuliers. Les dividendes admissibles sont généralement ceux versés par les sociétés publiques.

La cotisation maximale annuelle à l'assurance-emploi pour 2007 passera de 729 $ à 720 $ et à 584 $ pour les contribuables québécois. Au Québec, à compter du 1er janvier 2006, les employeurs, les employés et les travailleurs autonomes devront verser des cotisations au Régime québécois d'assurance parentale. Les employés devront verser la cotisation annuelle maximale de 237 $, fondée sur un revenu tiré d'un emploi d'un maximum de 57 000 $.

Les cotisations maximales annuelles de l'employeur et de l'employé au Régime de pensions du Canada pour 2006 passeront de 1 910,70 $ à 1 989,90 $. Les augmentations sont du même ordre dans le cas du Régime de rentes du Québec.

En ce qui concerne les déductions pour véhicule automobile en 2007, la limite sur les allocations exonérées d'impôt versées par les employeurs aux employés est de 50 ¢ par kilomètre pour les 5 000 premiers kilomètres parcourus, et de 44 ¢ par kilomètre pour chaque kilomètre supplémentaire (en 2006, ces chiffres étaient les mêmes). Des montants additionnels s'appliquent aux régions désignées du Nord (Yukon, Nunavut et Territoires du Nord-Ouest).

Les limites des cotisations aux REER continueront à augmenter selon les taux précédemment établis. Les cotisations maximales admissibles pour 2006 sont de 18 % du revenu gagné ou 18 000 $ (selon le moins élevé de ces deux montants), 19 000 $ pour 2007, 20 000 $ pour 2008, 21 000 $ pour 2009, 22 000 $ pour 2010. La limite sera indexée pour les années postérieures à 2010.

La taxe sur les produits et services (TPS) a été réduite de 7 % à 6 % le 1er juillet 2006, mais le budget ne prévoit pas la date à laquelle elle est censée baisser à 5 % tel que l'a promis le gouvernement.

Le taux d'imposition des petites entreprises s'applique aux gains des sociétés jusqu'à 400 000 $ à compter du 1er janvier 2007, soit 100 000 $ de plus que la limite actuelle. La nouvelle limite doit être calculée au prorata pour les exercices ne correspondant pas à l'année civile. Le taux d'imposition des petites entreprises sera réduit de 12 % à 11,5 % pour 2008 et à 11 % pour 2009 et 2010. Ces nouveaux taux doivent être calculés au prorata pour les petites entreprises dont l'exercice ne correspond pas à l'année civile.

Le taux d'imposition des sociétés passera de 21 % à 20,5 % le 1er janvier 2008, à 20 % le 1er janvier 2009 et à 19 % d'ici 2010. La surtaxe des sociétés sera supprimée d'ici le 1er janvier 2008.

À compter du 2 mai 2006, le taux d'inclusion des gains en capital passe de 25 % à 0 % pour les ventes de titres cotés en bourse dont le produit est donné à des oeuvres de bienfaisance et à des fondations publiques.

Le 31 octobre 2006, le ministère des Finances a annoncé l'application d'un nouvel impôt sur les distributions touchant les sommes distribuées par les fiducies de revenu et sociétés en commandite cotées en bourse. Il a indiqué en même temps que le taux général d'impôt sur le revenu des sociétés serait abaissé d'un demi-point (de 19 % à 18,5 %) à compter du 1er janvier 2011, que le crédit en raison de l'âge passerait de 4 066 $ à 5 066 $ à compter du 1er janvier 2006 et que le partage du revenu des pensionnés serait désormais possible en 2007. ■

Le Guide de l'impôt de l'ACPPU 2006 a été établi par Roy Williams, associé principal du cabinet de services professionnels Rheaume Williams Kalbfleisch à Ottawa. Ce document peut être téléchargé gratuitement à partir du site www.acppu.ca/fr/publications/incometax/, ou bien être commandé auprès du secrétariat de l'ACPPU.

L'information publiée dans le guide et dans l'article ci-haut est de nature générale; elle ne prétend pas tenir compte des circonstances de quelque personne ou entité particulière que ce soit. Aucun effort n'a été ménagé pour assurer l'exactitude et l'actualité des renseignements. Cependant, rien ne garantit qu'ils seront exacts à la date à laquelle ils seront reçus ni qu'ils continueront d'être exacts dans l'avenir. Par conséquent, aucune mesure ne devrait être prise à partir uniquement des renseignements contenus dans ces documents. Il est recommandé d'obtenir un avis professionnel avant d'adopter une ligne de conduite quelconque. Bien que l'ACPPU ne puisse payer ni les consultations fiscales d'ordre particulier ni les demandes d'éclaircissements fiscaux, les membres individuels désireux d'obtenir des conseils professionnels peuvent communiquer avec Roy Williams au 613-236-4500 et bénéficier des taux privilégiés accordés aux membres de l'ACPPU.

English on page A7.

Agreement Ratified at Cape Breton

MEMBERS of the Cape Breton University Faculty Association have a new three-year collective agreement, following two day of conciliation last month and a 91% strike vote in December. The agreement, which has been ratified by faculty and the university's board, provides general salary increases of 2.9% per year and grid changes that amount to salary increases totalling 8.9% at the floor of the lecturer scale to more than 15% at the top of all faculty scales over the life of the agreement. Lab instructors and Librarian II staff will see increases ranging from 9% to 14%, and more significantly, the contract gives Librarian III staff a 16% salary boost at the floor salary scale and 29% at the ceiling to address a long-standing discrepancy. ■

Ratification du nouveau contrat au Cap-Breton

À L'ISSUE d'une procédure de conciliation de deux jours menée à bien le mois dernier et après un vote de grève adopté en décembre dans une proportion de 91 %, les membres de l'Association du personnel académique de l'Université du Cap-Breton ont conclu une nouvelle convention collective de trois ans. L'entente ratifiée par le corps universitaire et par le conseil d'administration de l'établissement prévoit des augmentations salariales générales de 2,9 % par an ainsi qu'une majoration des barèmes qui représente des augmentations de salaire totalisant 8,9 % au minimum de l'échelle des chargés de cours jusqu'à plus de 15 % au maximum de toutes les échelles des professeurs pour toute la durée de la convention. Les moniteurs de laboratoire et les bibliothécaires de rang II toucheront des augmentations allant de 9 % à 14 % et, fait encore plus important, l'échelon minimum des bibliothécaires de rang III sera majoré de 16 % et l'échelon maximum, de 29 %, de sorte à combler l'écart salarial qui persistait depuis longtemps. ■

Communications Are Paramount

☞ From PAGE A3

ance committees, let alone "lesser" committees geared to communications or social activities (the latter being very important for the vitality of the association too!). But it can be a virtuous circle: if timely and better messages are presented to members about what their association is actually doing and the issues it faces on a daily basis, perhaps more people would be interested in joining the action and serving on a committee.

Once more, things could be a lot worse, but there is a whole range of communication activities and capabilities out there. Some associations are exemplary in their communication practices, with regular and eye-catching newsletters, engaging web sites and frequent press releases. At the other end of the continuum, other associations have outdated web sites, irregular newsletters or have not developed any communication methods. Yes, it may well boil down to a question of available human resources: but shouldn't it first be a matter of priorities? As one respondent to our survey observed, "Our association is small but growing as we now include sessionals, so maybe we need to have a web site or newsletter to keep in touch."

How can CAUT help? First, if any association needs contact information for their local or provincial media outlets, we can provide listings for all radio and TV stations, and daily, weekly and community newspapers in addition to alternative and cultural media outlets. David Robinson, CAUT's associate executive director, is in charge of communications work. He would be happy to provide information and assistance to address the needs of your association.

CAUT can also accommodate longer-term communications needs through a free on-site course offering devoted to relations with the media, covering everything from developing and implementing an effective communication strategy and an integrated use of communication channels, to how to write a press release, tips on working with the news media and how to get your message across during an interview, and the dos and don'ts of keeping a web site alive and updated.

Communication is important. But true communication is more than just sharing information (although this is a key component); it's also about keeping our associations healthy and vibrant and about building solidarity among our members. ■

Nominations for CAUT Executive Committee

ELEVEN candidates have been nominated for position vacancies on the CAUT executive committee. Elections will take place next month in Ottawa during the association's council meeting. ■

Candidatures au Comité de direction

ONZE personnes ont été mises en candidature pour les postes vacants du Comité de direction de l'ACPPU. Des élections auront lieu à Ottawa en avril lors de l'assemblée du Conseil de l'ACPPU. ■

Nominees Candidatures

CAUT Executive Committee
Comité de direction de l'ACPPU

President/Président
Greg Allain (Moncton)

Vice-President/Vice-présidente
Penni Stewart (York)

Members-at-large
Membres ordinaires
Mounir Atoucheldar (Toronto)
Dorothy Lane (Regina/Luther)
Cindy Oliver (FPSE)
Suzanne Prior (St. Thomas)
Yaroslav Senyshyn (Simon Fraser)

Committee Chairs
Président(e)s des comités

AF&T/LAPE
Vic Cateno (Saint Mary's)
Jene Toswell (Western Ontario)

Women's/Femmes
Katy Haralampides (UNB)
Wendy Robbins (UNB)

NEWS ACTUALITÉS

York Foundation Moves to Dismiss Noble's Suit

THE York University Foundation is arguing that a press release posted on the Internet should fall under broadcast libel law.

The foundation makes the argument in a motion to dismiss a defamation lawsuit filed by York professor David Noble.

Under Ontario's Libel and Slander Act, the statute of limitations is only six weeks for cases involving broadcasting, but Noble says the Internet is not considered a broadcast medium and his defamation action is not subject to the specified period.

Noble's $25 million suit against the foundation, outgoing York president Lorna Marsden, Hillel of Greater Toronto, the United Jewish Appeal Federation of Greater Toronto and the Canadian Jewish Congress' Ontario region, alleges press releases issued by these organizations denounced him as anti-Semitic.

The releases were simultaneously issued days after Noble distributed flyers on campus in late 2004 suggesting the significant number of Israel lobbyists and fundraisers signed on to raise money for the foundation might explain the university's repression of pro-Palestinian activists.

Vincent Mosco, who holds the Canada Research Chair in Communication and Society at Queen's University, said late last month in an interview with York's student newspaper that he agrees with Noble's assertion that broadcast law should not apply to on-line documents, noting the Canadian Radio-television and Telecommunications Commission has ruled it will not license nor regulate the Internet as it does with broadcasting.

Mosco said a decision in favour of the York foundation motion could have a major impact on all electronic communication, including blogs and e-mail correspondence.

"If a court were to say that e-mail is broadcasting, that would then require the Canadian government to rethink its entire legal and regulatory treatment of the Internet," he told the Excalibur. "I'm not sure how it would go about doing this because obviously it would be very difficult to license Internet users, or even the Internet service providers that we buy Internet use from." ■

Taking Stock of your Tax Situation for 2006

THE federal budget tabled last May by the Conservative government introduced numerous income tax changes. Some of these proposals have been enacted into law and other proposals are still making their way through the parliamentary process. Furthermore, on Oct. 31, 2006, the federal finance minister made a surprise announcement that effectively will wipe out the income tax advantage enjoyed by income trusts in four years. To soften the blow of this announcement, he also announced new proposals to allow spouses to split pension income. However, it is important to note that considering the current political uncertainty in Ottawa, some of the Finance Department's new rules may never be enacted into law. Here's a brief summary of many of the personal tax changes included in the 2006 federal budget and October announcement.

The lowest personal income tax rate will be raised to 15.25% in 2006 and to 15.5% in 2007. In 2006, the lowest tax bracket rate of 15.25% will apply to taxable income up to the threshold of $36,378. This first tax bracket will be indexed for subsequent taxation years.

In 2006, the basic personal amount for individuals will increase to $8,839 (from $8,649). In 2007, $100 will be added to the basic personal amount as well as indexation of the amount. For 2008, $200 will be added to the 2006 basic personal amount as well as indexation of this amount. In 2009, the basic personal amount will be indexed and adjusted to allow the basic personal amount to rise to $10,000.

The budget also confirmed changes to the spouse or eligible dependant amount for the 2006 to the 2009 taxation years. The credit increases to $7,505 (from $7,344) in 2006, then will drop to $7,420 plus an amount for indexation for 2007, and increase to $7,590 plus an amount for indexation for 2008. Finally, in 2009 the credit will be indexed and adjusted so that the amount will be no less than $8,500. This credit will continue to be reduced by spouse or common-law partner income in excess of the thresholds that will also increase for 2006 and later years.

The maximum amount of pension income eligible for the pension income credit will increase to $2,000 (from $1,000) for 2006 and later years.

The new Canada employment credit, for work-related expenses incurred by employees, provides a credit on income up to $500 for 2006 and $1,000 in 2007, after which the amount will be indexed for inflation.

A new tax credit for textbooks is introduced for 2007 and later years for post-secondary students. This credit will be calculated as $65 for each month the student qualifies for the full-time education tax credit and $20 for each month for students eligible for the part-time education tax credit.

There is a new non-refundable tax credit for monthly (or longer) public transit passes available for travel starting on July 1, 2006. The credit for the eligible transit costs of an individual and his or her spouse or common-law partner and dependent children under age 19 can be claimed by the individual or his or her spouse or common-law partner.

Starting in 2007, a non-refundable tax credit – the children's fitness tax credit – will allow parents to claim a credit on up to $500 in eligible fees for enroling a child under 16 in an eligible fitness program.

For 2006 and later years, scholarship, fellowship and bursary income will be tax-exempt. The previous provision exempted only the first $3,000 of this income.

The child disability benefit will be raised to $2,300 from $2,044 beginning July 1, 2006.

Starting July 2006, families will receive a taxable payment – the universal child care benefit – of $100 a month for each child under the age of six. The benefit will be taxable for the lower-income spouse or common-law partner.

Certain dividends in 2006 and future years will be taxed at lower rates. The budget proposals improve the dividend gross up and tax credit on eligible dividends paid to individuals. Eligible dividends are generally dividends paid by public companies.

The 2007 maximum annual employment insurance contribution will decrease from $729 to $720 and to $584 for Quebec employees. Effective Jan. 1, 2006, employers, employees and self-employed individuals in Quebec contribute to the Quebec Parental Insurance Plan up to a maximum amount of $237. The maximum amount will apply to incomes up to $57,000.

The maximum annual employer and employee Canada Pension Plan contributions for 2006 will increase to $1,989.90 (from $1,910.70). The increase will be the same for the Quebec Pension Plan.

2007 automobile deduction limit: The limit on tax-exempt allowances paid by employers to employees is $0.50/km for the first 5,000 kilometres driven and $0.44/km for each additional kilometre (no adjustment from 2006 rates). Additional amounts apply to designated northern areas such as Yukon, Nunavut and the Northwest Territories.

RRSP contribution limits will continue to increase at their previously stated rates. The maximum allowable contribution for the 2006 taxation year is 18% of earned income in 2005 or $18,000, whichever is less, $19,000 for 2007, $20,000 for 2008, $21,000 for 2009, $22,000 for 2010, and indexed after that.

The 7% goods and services tax was lowered by one percentage point on July 1, 2006, but the budget did not set out a timetable for implementing the government's promised further reduction of the GST rate to 5%.

The small business tax rate will apply to corporate earnings of $400,000 (from $300,000) as of Jan. 1, 2007. The new limit must be prorated for non-calendar years. The small business tax rate will drop to 11.5% for 2008 (from 12%) and to 11% for 2009 and 2010. These rate changes will be prorated for small businesses with non-calendar taxation years.

The corporate tax rate will be reduced to 20.5% (from 21%) as of Jan. 1, 2008, to 20% by Jan. 1, 2009 and to 19% by 2010. The corporate surtax will be eliminated by Jan.1, 2008.

The capital gains inclusion rate will be reduced to zero-(from 25%) for gains on publicly-listed securities donated to charitable organizations and public foundations on or after May 2, 2006.

A new tax on distributions from publicly-traded income trusts and limited partnerships was announced by the Department of Finance on Oct. 31, 2006. In addition to this new tax, Finance announced a one-half percentage point reduction in the general corporate income tax rate to 18.5% (from 19%) as of Jan. 1, 2011, an increase to the age credit amount to $5,066 (from $4,066) as of Jan. 1, 2006 and a proposal to allow income splitting for pensioners, starting in 2007. ■

Web Extra: CAUT's Income Tax Guide, prepared by Roy Williams, senior partner of the profession services firm Rheaume Williams Kalbfleisch in Ottawa, is available as a free download from www.caut.ca/en/publications/incometax/ or by contacting the CAUT office.

The information contained in the above article and CAUT's tax guide is of a general nature and is not intended to address the circumstances of any particular individual. Although every reasonable effort has been made to ensure the information is accurate and timely, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. Accordingly, no action should be taken solely on the basis of the information provided therein. Professional advice should be obtained before embarking on any specific course of action. Although CAUT cannot pay for individual tax or advisory services, individual members seeking professional advice can contact Roy Williams at 613-236-4500 and take advantage of CAUT-negotiated client service rates.

Version française à la page A6.

CAUT Fund Awards $50K to Aid Laurentian Defence

☞ From PAGE A1

remove Persinger and his team from the facility, putting a hold on all protocols and forcing him to institute an appeal process, which the university delayed for many months.

Last March, the university publicly announced the lockout was because Persinger and his team violated guidelines of the Canadian Council on Animal Care. The university administration then issued a memorandum to the animal care committee members and select department chairs instructing them not to respond to any requests for information about Persinger. The gag order was accompanied by a threat that speaking out would be considered a serious breach of their duties and obligations to the university.

The university then changed the appeal process for rejected research protocols, while Persinger, who had filed his appeal months earlier under the old policy, was left without a response.

The faculty association later learned the biology department had refused admission to graduate students wanting to study with Persinger and that the university introduced a requirement that Persinger's undergraduate students submit their senior thesis research protocols to the university's research ethics board, while all other undergraduate students, including others in the same program, needed only departmental approval.

In November, Discovery Channel contacted Persinger to profile his work on magnetic waves and their ability to affect human perception. The university initially refused to allow the shoot and only relented after LUFA and CAUT intervened.

On Feb. 17, TVOntario announced that Persinger had won its annual "best lecturer competition" and that Laurentian University would be awarded a $10,000 scholarship in recognition of Persinger's winning lecture.

The latest action came this month when university officials notified Persinger that in the absence of approved research protocols his 900 research animals – to which he's had no access for more than a year – had to be removed from university property. At the same time, the university is refusing to process any new protocols because LUFA is grieving the mistreatment of Persinger.

"The first date for LUFA's arbitration of this case is in May 2007," Steedman said. "We can't put a set timetable on it, but it will likely extend into early 2008." ■

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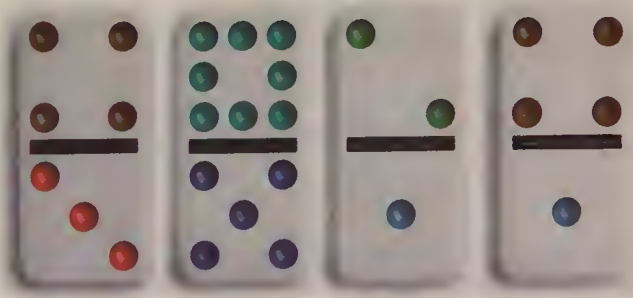

A few issues back, we told you the story of two University of Windsor profs – one in Math, the other in English – working together to solve a brain teaser over lunch in the University Club. The challenge was to arrange a series of playing cards in a particular order. In the end, the English prof's unique perspective led to a solution that the Math prof had missed (see puzzle #5 online).

A few weeks later, the English prof was having lunch in the Club, contemplating a group of dominoes (see above) when the Math prof sat down across the table. The Math prof remembered the English prof's help and was eager to return the favour. The English prof explained the puzzle:

"Our friend, who just a few moments ago sat exactly where you are, arranged these four dominoes and challenged me to figure out the correct position in the sequence for the fifth domino."

"Any other clues?" asked the Math prof.

"Only that the correct position is between two other dominoes."

The Math prof examined the tiles for a few moments and chuckled, realizing that their mutual friend was a rather crafty puzzler, and placed the fifth tile in the right position. What did the Math prof see that the English prof missed?

* * * *

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ACTUALITÉS

L'ACPPU octroie 50 000 $ à l'APUL

☞ Suite de la PAGE A1

tives : violations flagrantes de la procédure d'approbation des protocoles de recherche, interdiction à M. Persinger de superviser des étudiants des cycles supérieurs, refus d'admettre des étudiants désireux d'étudier avec lui et, tout récemment, interdiction à une chaîne de télévision de tourner sur le campus un reportage sur lui et ses travaux de recherche. »

Après avoir révisé les protocoles, le professeur Persinger a pu, avec son équipe de recherche, obtenir de nouveau l'accès au centre de soins aux animaux une fois que le comité eut approuvé certains protocoles et en eut soumis d'autres à un examen plus minutieux par les pairs.

Trois mois plus tard, toutefois, le comité décidait d'interdire à nouveau à M. Persinger et à son équipe l'accès au centre de soins, mettant ainsi en veilleuse l'exécution de tous les protocoles et obligeant le professeur à entamer une procédure d'appel que l'université a retardée pendant des mois.

Le 1er mars 2006, l'université a annoncé publiquement que l'interdiction d'accès imposée à M. Persinger et à son équipe tenait au fait que ceux-ci avaient contrevenu aux lignes directrices du Conseil canadien de protection des animaux. Puis, par la voie d'une note, l'administration de l'université a enjoint aux membres du comité responsable des soins aux animaux et à certains directeurs de départements de ne répondre à aucune demande de renseignements au sujet du professeur Persinger. L'ordonnance de bâillon était accompagnée d'un avertissement prévenant que toute déclaration en ce sens serait considérée comme un manquement grave aux devoirs et obligations des professeurs envers l'université.

L'établissement a ensuite modifié la procédure d'appel régissant les protocoles de recherche rejetés, et M. Persinger n'a reçu aucune réponse à son appel déposé des mois plus tôt en vertu de l'ancienne politique.

L'association du personnel académique a appris par la suite que le département de biologie avait refusé l'admission d'étudiants des cycles supérieurs qui voulaient étudier avec M. Persinger et que l'université exigeait dorénavant que les étudiants du professeur inscrits aux programmes de baccalauréat soumettent les protocoles de recherche reliés à leur thèse au conseil d'éthique de la recherche de l'université, alors que tous les autres étudiants du premier cycle, y compris ceux inscrits au même programme, ne devaient obtenir que l'approbation du département.

En novembre, la chaîne de télévision Discovery a fait savoir à M. Persinger qu'elle souhaitait brosser un tableau de ses travaux sur l'influence des champs magnétiques sur la perception chez l'être humain. L'administration de l'université a refusé dans un premier temps, mais elle s'est ravisée après l'intervention de l'APUL et de l'ACPPU.

Dans un communiqué publié en février dernier, TVOntario a annoncé que M. Persinger avait remporté son concours annuel de « meilleur professeur-conférencier » et que l'Université Laurentienne recevrait une bourse de 10 000 $ en conséquence de cet honneur.

Ce mois-ci, l'administration de l'université a sommé M. Persinger de retirer du centre de soins ses 900 animaux de laboratoire – auxquels il n'a plus accès depuis plus d'un an – en l'absence de protocoles de recherche approuvés. Dans le même temps, l'administration refuse d'examiner tout nouveau protocole parce que l'APUL a entrepris de contester le traitement inéquitable réservé au professeur.

« L'APUL compte amorcer la procédure d'arbitrage de cette cause en mai 2007 », a indiqué Mme Steedman. « Il nous est impossible d'en préciser l'échéancier pour l'instant, mais l'affaire se poursuivra vraisemblablement jusqu'au début de 2008. » ■

Answer to Homework!

From page A3. While the problem can be solved just by trial and error, it helps to note that the sum of the numbers assigned to the sides is twice the sum of those assigned to the vertices. Thus the sum of all the numbers must be divisible by 3 when the problem is solvable. This rules out the pentagon case. The sum of the numbers assigned to the vertices of the triangle, square and hexagon must be, respectively, 7, 12 and 26. Possible assignments for the vertices in order of the three figures are (1, 2, 4), (1, 3, 2, 6) and (1, 3, 8, 2, 7, 5). Are there others?

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CAREERS
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SECTION B

A

■ **ACCOUNTANCY — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Accounting. We welcome applications from candidates in all areas of Accounting for appointments beginning July 1, 2007 or thereafter. Rank is open. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The University of Waterloo consistently ranks as the leading comprehensive university in Canada, and offers a stimulating environment for research and teaching. The School of Accountancy's faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our highly regarded undergraduate, and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: http://accounting.uwaterloo.ca/. We encourage applications from all qualified candidates, although Canadian citizens and permanent residents receive priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. To be considered please send, in electronic form if possible, a curriculum vitae, a sample of your research, and the names and contact information of three referees to: fola@uwaterloo.ca. Alternatively, paper applications may be sent to: The Director, c/o Lori Laronde, Administrative Assistant, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Review of the applications will start from October 2006 and will continue until the positions are filled.

■ **ACCOUNTING — Saint Mary's University.** The Department of Accounting in the Sobey School of Business at Saint Mary's University invites applications for three tenure track positions at the Assistant or Associate Professor level commencing July 1, 2007. Applicants should have strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. A professional accounting designation is also highly desirable. Candidates with substantially equivalent qualifications and experience may also be considered. With over 70 full-time faculty and an enrolment of approximately 2,500 full and part-time students, enrolled in BComm, MBA, EMBA, and PhD programs, the Sobey School of Business is the largest business program in Eastern Canada. The School is housed in a modern facility, fully compatible with the latest advances in information technology. In addition to being nationally known for its excellence in undergraduate teaching, the University has also established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and internationally. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately fifteen part-time instructors per semester. A wide range of courses in Financial and Managerial Accounting, Auditing, Information Systems, Taxation, International Accounting and Commercial Law are offered at both the undergraduate and graduate level. The Department graduates over 100 accounting majors each year. Saint Mary's University is located in Halifax, a cosmopolitan city of over 350,000, and is widely regarded as a centre of education, innovation, health care, government and distribution. The city and its environs offer an exceptionally good quality of life. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should submit a letter of application, curriculum vitae and the names and full contact information of three referees to: Dr. Peter Secord, Chair, Department of Accounting, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3; Fax: (902) 420-5011; or by e-mail to the Department of Accounting at cathy.golden@smu.ca. More information about the University may be found at www.smu.ca. The closing date for applications is March 31, 2007, or when the position is filled.

■ **ANTHROPOLOGY — University of Waterloo.** The Department of Anthropology, University of Waterloo, invites applications for a tenure-track position at the Assistant or Associate Professor level in Anthropology. The successful candidate must have a PhD in Anthropology and an active research program. The department has a flourishing undergraduate program and has just begun a joint MA program in Public Issues Anthropology with the University of Guelph. It is in conjunction with this new graduate program that we wish to hire an additional colleague. We seek an individual who specializes in studies of cultural change among indigenous populations from an international and cross-cultural perspective. Ideally the candidate's research will include an emphasis on medical anthropology, or technology in a cross-cultural context, or indigenous peoples' relations with governments. Salary commensurate with qualifications and experience. The closing date for applications is August 31, 2007. Send curriculum vitae, the names and contact information for three referees, evidence of teaching quality and a sample paper or publication to: Professor Anne Zeller, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Additional information concerning the Department of Anthropology can be found at http://anthropology.uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **ANTHROPOLOGY — University of Windsor.** The University of Windsor invites applications for a one-year limited-term position in the Department of Sociology and Anthropology in the area of Social Anthropology commencing July 1, 2007 at the rank of Assistant Professor. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 2190; Fax: 519-971-3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877.665.6608 (Toll free) within North America, call collect outside of North America at 519.561.1432 or Email: recruit@uwindsor.ca.

B

■ **BIBLIOTHECAIRE (SPÉCIALISÉ(E) DANS L'APPRENTISSAGE EN LIGNE) — Université York.** Les bibliothèques de l'Université York sollicitent des candidatures pour un poste, menant à la permanence, de bibliothécaire spécialisé(e) dans l'apprentissage en ligne. Les exigences du poste sont affichées à www.yorku.ca/acadjobs. L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur ce programme, veuillez consulter le site Web de l'Université à www.yorku.ca/acadjobs ou demander un exemplaire du document auprès du bureau du programme d'action positive en composant le 416 736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, la priorité sera donnée aux personnes de nationalité canadienne ou détendant le statut de résident permanent.

■ **BIOLOGICAL SCIENCES (HEAD) — University of Manitoba.** Applications are invited for the position of Head of the Department of Biological Sciences in the Faculty of Science, University of Manitoba; Position Number 05658. The appointment as Head is normally for a five year period to begin July 1, 2007 or as soon thereafter. The successful candidate will also hold an appointment at the rank of Professor or Associate Professor, commensurate with qualifications and experience. The Department of Biological Sciences is a newly-formed department consisting of 34 full-time academic members with diverse research interests in eukaryotic biology (website). The successful candidate must have a PhD in the biological sciences or a related discipline. Strong academic leadership experience in research and teaching at the undergraduate and graduate levels is required. The successful candidate will be expected to stimulate and promote excellence in education, research, and service. He or she will also be expected to lead in the development of a strategic plan for the Department and to communicate this plan effectively to the University and the broader community. Applications, including a CV, names of three references, and a brief statement on the candidate's view on the challenges facing research and teaching in the biological sciences should be sent to: Dr. Mark Whitmore, Dean, Faculty of Science, University of Manitoba, 250 Machray Hall, Winnipeg, Manitoba, Canada R3T 2N2; mark_whitmore@umanitoba.ca. Please refer to Position #05658. Review of applications will begin on April 15, 2007 and continue until the position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Application materials, including letters of reference will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba). Winnipeg has a great deal to

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B15 Accommodations

How to Place a Career Ad

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FAX
613-820-2417

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ads@caut.ca

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2705 Queensview Dr.
Ottawa, Ontario
K2B 8K2

Direct correspondence and questions to the Advertising Coordinator

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Comment mettre une annonce

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613-820-2270

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POSTE
Bulletin ACPPU
2705, prom. Queensview
Ottawa (Ontario)
K2B 8K2

Adresser la correspondance et les questions à la coordonnatrice de la publicité

Les publicités imprimées sont affichées gratuitement sur **TRAVAILACADEMIQUE.CA**.

Advertising Deadlines 2006–2007 Dates limites

Deadlines to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE \ NUMÉRO	AD DEADLINE \ DATE LIMITE	PUBLICATION DATE OR PARUTION
September 2006 septembre	August 09 août 2006	August 31 août 2006
October 2006 octobre	September 06 septembre 2006	September 28 septembre 2006
November 2006 novembre	October 04 octobre 2006	October 26 octobre 2006
December 2006 décembre	November 06 novembre 2006	November 30 novembre 2006
January 2007 janvier	November 29 novembre 2006	December 21 décembre 2006
February 2007 février	January 05 janvier 2007	January 25 janvier 2007
March 2007 mars	February 01 février 2007	February 22 février 2007
April 2007 avril	March 01 mars 2007	March 22 mars 2007
May 2007 mai	April 03 avril 2007	April 24 avril 2007
June 2007 juin	May 02 mai 2007	May 24 mai 2007

Advertising Rates (Section B)

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Publisher's Statement

The CAUT *Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le *Bulletin* de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisent un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél : (202) 737-5900, ou de visiter www.aaup.org.

CAREERS CARRIÈRES

RYERSON UNIVERSITY

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 80 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada

SCHOOL OF EARLY CHILDHOOD EDUCATION

TENURE-TRACK FACULTY POSITIONS

The School of Early Childhood Education is the oldest school of its kind in Canada, with a proud history and an excellent reputation nationally and internationally. Over many years, the School has consistently demonstrated its relevance to the learning needs of the communities it has served, and its innovativeness in meeting emerging professional interests. Presently, the School offers a four-year Bachelor of Arts (BA) program, a degree completion program for graduates of two-year community college diploma programs, and a Masters in Early Childhood Studies. An on-campus laboratory school, serving 57 children, provides practice teaching experience for students, and serves as a research venue for faculty. Faculty members of the School are actively involved in teaching, research, community outreach and international development projects. For more information, please go to our website at www.ryerson.ca/ece

The School invites applications for two tenure-track faculty positions, subject to final budget approval. Qualified applicants will have a completed doctorate in Early Childhood Education or a related field, and a record of research and publications focusing on the early years. We are looking for candidates who are curriculum specialists in early childhood and primary education, and have expertise in child development or diversity and inclusion. Experience in post-secondary education, and the ability to teach both undergraduate and graduate courses would be assets.

Interested candidates should send their applications, by March 12, 2007, to: Dr. Rachel Langford, Director, School of Early Childhood Education, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. E-mail: rlangfor@ryerson.ca. Although applications will be accepted until the positions are filled, those submitted by the due date are assured of receiving full consideration.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

offer, both culturally and recreationally, with a number of professional and ethnic arts groups, professional sports teams, outstanding restaurants, and opportunities for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favorable in Canada. Further information can be found on the web at www.tourism.winnipeg.mb.ca/.

■ **BIOLOGIE — Université d'Ottawa.** Son emplacement stratégique au coeur de la capitale du pays, la grande variété de ses programmes d'enseignement et de recherche, offerts dans les deux langues officielles du Canada, sa diversité croissante ainsi que sa perspective nationale font de l'Université d'Ottawa « l'Université canadienne » par excellence. Les départements de biologie et de chimie à la Faculté des sciences de l'Université d'Ottawa mettent au concours cinq deux postes de chargés de cours à durée limitée, débutant le 1er juillet 2007 Le contrat initial est de trois ans, renouvelable pour deux ans. Les candidats ou candidates doivent obtenir un PhD dans la discipline appropriée, et sont invité(e)s à fournir un dossier d'enseignement qui inclura leur philosophie d'enseignement et des évidences d'excellence en enseignement. L'échelle salariale est celle de professeur adjoint. Biologie (2 postes): Les personnes retenues au Département de biologie se joindront à un département dynamique (http://www.bio.uottawa.ca/) dont les forces en enseignement et en recherche sont principalement en bioinformatique, en biologie cellulaire et moléculaire, en physiologie, en écologie et en évolution. La personne choisie sera experte dans au moins une des disciplines de base du département. Le département est situé dans un nouvel édifice de 5,200 m2 qui offre des espaces d'enseignement et de recherche à plus de 1000 étudiants de biologie et de d'autres domaines connexes ainsi qu'à plus de 40 professeurs. Les laboratoires de premier cycle offrent 400 postes de travail équipés de microscopes digitaux, de caméras à images digitales et de plusieurs logiciels. Chimie (2 postes): Les personnes retenues au Département de chimie (http://www.chem.uottawa.ca/) se joindront à un département dont la fierté est l'excellence en recherche et en enseignement dans les domaines de la chimie organique, médicinale, inorganique, physique et numérique. Les personnes choisies posséderont les connaissances qui leur permettront de contribuer autant au programme de chimie qu'à l'option chimie médicinale du programme des sciences biopharmaceutiques. La charge de travail des chargés de cours impliquera normalement de l'enseignement, des activités de service liées à l'enseignement, et une attente de formation continue en tant que professionnel de l'éducation, par des activités savantes. Ils pourront avoir des responsabilités en toute indépendance, pour enseigner et concevoir des cours et des laboratoires, en tout ou en partie. Pour chacun des départements, un des postes sera occupé par une personne pouvant enseigner en français. Le bilinguisme actif est un atout important pour l'entre poste. À l'automne 2010, l'Université et l'Association des Professeurs de l'Université d'Ottawa détermineront si ces postes peuvent devenir permanents. Dans l'affirmative, les personnes embauchées initialement pourront poser leur candidature avec leur expérience sur ce poste reconnue. Les candidats et candidates en biologie doivent faire parvenir leur curriculum vitae, un exposé des évidences d'excellence en enseignement et prévoir l'envoi de trois lettres de références confidentielles au directeur du département de biologie M. Steve Perry (sfperry@uottawa.ca). Les candidats et candidates en chimie doivent faire de même en adressant toutefois l'envoi au directeur du département de chimie M. Alain St-Amant (alain.st-amant@uottawa.ca). La date limite pour postuler est le 15 mars 2007 ou jusqu'à ce que les positions soient comblées. Les conditions d'emploi, incluant le salaire, sont déterminées par une convention collective. On encourage tous les candidats qualifiés à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre à son personnel et à leurs époux et épouses les moyens de devenir bilingue. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles.

■ **BIOLOGY — University of Ottawa.** With its strategic location at the heart of Canada's capital, its broad variety of teaching and research initiatives offered in the two official languages, the cosmopolitan environment, and its national perspective, the University of Ottawa is truly Canada's University. The Departments of Biology and Chemistry in the Faculty of Science at the University of Ottawa invite applications to fill two limited-term lecturers' positions within each department starting July 1, 2007. The initial appointment is for a period of 3 years, renewable once for 2 years. Applicants should hold e doctorate in an appropriate field and applicants are encouraged to include a teaching dossier which incorporates teaching philosophies and evidence of teaching excellence and experience. The salary scale is the same as the salary scale of Assistant Professors. Biology (2 positions): The candidates in Biology will join a vibrant Department (http://www.bio.uottawa.ca/eng/welcome.php) with teaching and research strengths in bioinformatics, cellular/molecular biology, physiology, ecology, and evolution and the preferred candidates will have expertise in at least one of these areas. The Department is located in a new 5,200 m2 facility that houses teaching and research space for more than 1,000 students in biology and related courses and more than 40 faculty members. The undergraduate labs include 400 biology workstations with top-of-the-line networked digital microscopes and digital imaging cameras and software. Chemistry (2 positions): The candidates in Chemistry will join a Department (http://www.chem.uottawa.ca) which prides itself on both its research and teaching excellence in the areas of organic, medicinal, inorganic, physical, and computational chemistry. Preferred candidates will have the required expertise to contribute to both the Chemistry program and the Medicinal Chemistry option of the Faculty's Biopharmaceutical Sciences Program. The workload of these Lecturer positions will normally involve teaching, academic service activities, and the expectation of continuing development as an educational professional through scholarly activities. They may have independent responsibilities for designing and teaching courses and laboratories or significant components of courses and laboratories. One of the two available positions within each Department must be filled by an individual who can teach in French. Bilingualism is an important asset for the other position. In the fall of 2010, the University and the Association of the Professors of the University of Ottawa are to conduct a review to determine if these positions are to become permanent. If it is

ROYAL MILITARY COLLEGE OF CANADA

Tenure-Track Positions

Canadian Forces Leadership Institute

The Royal Military College of Canada (RMC) invites applications for tenure track positions with the Canadian Forces Leadership Institute (CFLI) at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience. The CFLI was established in September 2001 as a centre of excellence for leadership research and professional concept development in the Canadian Forces (CF). The mandate of CFLI is to research, develop and disseminate core concepts of leadership and the Profession of Arms to the CF to stimulate and promote an intellectual base for best practice identification, professional development, articulation of core leadership and professional concepts, and to provide a focus and unity of thought in these domains.

The required qualifications are a PhD (or equivalent) with a concentration in History, Sociology, Anthropology or Interdisciplinary Studies focused towards the Profession of Arms, acceptable teaching experience at the undergraduate level and a strong or promising record of publications. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD programme and will have completed before the appointment date.

The successful candidate(s) should be prepared to teach at the undergraduate level but may also teach and supervise graduate students and must conduct active research programs. The successful candidate(s) is expected to make significant contributions to the mission of CFLI: to generate and disseminate leadership and professionalism research, concept development and doctrine to support the CF in generating effective military leaders.

This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established, and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements.

These positions will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range for an Assistant Professor is $46,283 to $84,515 and the ceiling for Associate professor and Professor are $101,814 and $121,821 respectively, plus an annual terminable allowance of $3300.00. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested Candidates should forward their curriculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to:

Ms. Doris Meade
Civilian Human Resources Office (Kingston)
Canadian Forces Base Kingston
P.O. Box 17000, Stn 'Forces'
11 Mercury Cres, Kingston, ON K7K 7B4
Phone: (613) 541-5010 ext. 2218
Fax: (63) 541-4496
Email: Meade.DM@forces.gc.ca

The expected starting date for the position(s) is Spring 2007. The closing date for applications is **5 April 2007.**

The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information.

COLLÈGE MILITAIRE ROYAL DU CANADA

Postes permanents

L'Institut de leadership des Forces canadiennes

Le Collège militaire royal du Canada cherche à combler un poste à l'Institut de leadership des Forces canadiennes (ILFC) menant à la permanence au rang de professeur/e adjoint/e ou, dans le cas exceptionnel, à un niveau approprié avec le niveau d'expérience du candidat. L'Institut du leadership des Forces canadiennes (ILFC) a été fondé en septembre 2001 à titre de centre d'excellence pour la recherche en leadership et le développement de concept professionnel dans les Forces Canadiennes (FC). Le mandat de l'ILFC est d'approfondir, développer et diffuser aux FC des concepts de leadership essentiels et le métier des armes afin de stimuler et promouvoir une base intellectuelle pour l'identification des meilleures pratiques, le perfectionnement professionnel, l'articulation des concepts essentiels du leadership et de la profession. Il fournit de plus un centre d'intérêt et une ligne de pensée dans ces domaines. Les qualifications requises sont un doctorat (ou son équivalent) avec une concentration en histoire, sociologie, anthropologie ou études interdisciplinaires centré sur le métier des armes, une expérience acceptable d'enseignement au niveau des études supérieures et un dossier de publications fort ou prometteur. Une nomination au niveau de chargé de cours sera considérée pour les candidats supérieurs qui sont dans les dernières étapes de leur programme de doctorat et qui auront complété leur doctorat avant la date désigné. La/les personne/s choisie devra être prêt à enseigner au niveau des études de premier cycle mais peut être demandé d'enseigner ou de superviser des étudiants de deuxième cycle et d'effectuer un program de recherche actif. Il est attendu que la/les personne/s choisie fera des contributions significatives à la mission du ILFC : de produire et diffuser la recherche en leadership et professionnalisme, le développement de concept et la doctrine pour aider les Forces canadiennes à former des leaders militaires efficaces. Ce poste est bilingue est requiert l'habilité de lire, comprendre et de communiquer oralement dans les deux langues officielles (profile linguistique PPP/PPP). Si aucun des candidats ne rencontre les pré-requis pour ce poste, une liste d 'admissibilité pourra alors être établie pour combler des postes semblables dont le profile let les exigences linguistiques peuvent variés. Ces positions seront comblées à un rang et niveau de salaire approprié aux qualifications et expérience du candidat choisie. L'échelle salariale pour le rang de professeur adjoint est de $46,283 à $84,515 et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de $101,814 et $121,821, plus une indemnité provisoire de $3300. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. . Les candidats intéresses doivent faire parvenir leur curriculum vitae, évidence de leur habilité d'enseigner, un sommaire des intérêts de recherche, quelques exemples de publications et les coordonnées de trois références, à :

Mme Doris Meade
Ressources humaines civiles (Kingston),
Base des forces canadiennes Kingston
C.P. 17000, Succursale Forces
11 Mercury Cres., Kingston (ON) K7K 7B4
Tél : (613) 541-5010, poste 2218; Fax : (613) 541-4496
Courrier électronique : Meade.DM@forces.gc.ca

La date prévue d'entrée en fonction est le printemps 2007. La date prévue limite d'acceptation des candidatures est fixée au **5 avril 2007.**

Le Collège militaire royal est une institution mixte et bilingue et ce poste est offert également aux femmes et aux hommes. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyennes et citoyens du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivant : http://www.cmec.ca/cicic/.

CAREERS CARRIÈRES

agreed, the individuals initially hired will be able to apply with their prior experience being recognized. Applicants in Biology should send a curriculum vitae, a statement on teaching excellence, and arrange for three confidential letters of recommendation to be sent to the Chair of the Department of Biology: Dr. Steve Perry (sfperry@science.uottawa.ca). Applicants in Chemistry should do the same, addressing it to the Chair of the Department of Chemistry: Dr. Alain St-Amant (Alain.St-Amant@uottawa.ca). The closing date for receipt of applications is March 15, 2007 or until the position is filled. Conditions of employment, including salary, are set by the collective agreement governing faculty members. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure.

■ **BIOLOGY — University of Waterloo.** The Department of Biology at the University of Waterloo invites applications for a tenure-track position at the Assistant or Associate Professor level in Terrestrial Ecology. The Department of Biology is strongly committed to excellence in research, and both undergraduate and graduate teaching. Applicants must have a PhD and post-doctoral experience, and be prepared to establish an active externally-funded research program. We are particularly interested in candidates who emphasize the use of innovative research approaches to understand factors that regulate ecological structure and function at community, ecosystem or landscape scales. Candidates should be committed to enthusiastic and innovative teaching. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names and address of three individuals willing to provide letters of reference, and a 1-2 page outline of their proposed research program to: Ms. Gini Ivan-Roth, Secretary to the Chair, Department of Biology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. This information may also be sent via email to: givan@uwaterloo.ca. The closing date for all applications is March 31, 2007 with an anticipated start date after September 1, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. We also encourage applicants who have had career delays associated with family responsibilities. Additional information about the Department is available at: http://www.science.uwaterloo.ca/departments/biology/index.html.

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■ **CHEMISTRY — University of Ottawa.** With its strategic location at the heart of Canada's capital, its broad variety of teaching and research initiatives offered in the two official languages, the cosmopolitan environment, and its national perspective, the University of Ottawa is truly Canada's University. The Departments of Biology and Chemistry in the Faculty of Science at the University of Ottawa invite applications to fill two limited-term lecturers' positions within each department starting July 1, 2007. The initial appointment is for a period of 3 years, renewable once for 2 years. Applicants should hold a doctorate in an appropriate field and applicants are encouraged to include a teaching dossier which incorporates teaching philosophies and evidence of teaching excellence and experience. The salary scale is the same as the salary scale of Assistant Professors. Biology (2 positions): The candidates in Biology will join a vibrant Department (http://www.bio.uottawa.ca/eng/welcome.php) with teaching and research strengths in bioinformatics, cellular/molecular biology, physiology, ecology, and evolution and the preferred candidates will have expertise in at least one of these areas. The Department is located in a new 5,200 m2 facility that houses teaching and research space for more than 1,000 students in biology and related courses and more than 40 faculty members. The undergraduate labs include 400 biology workstations with top-of-the-line networked digital microscopes and digital imaging cameras and software. Chemistry (2 positions): The candidates in Chemistry will join a Department (http://www.chem.uottawa.ca) which prides itself on both its research and teaching excellence in the areas of organic, medicinal, inorganic, physical, and computational chemistry. Preferred candidates will have the required expertise to contribute to both the Chemistry program and the Medicinal Chemistry option of the Faculty's Biopharmaceutical Sciences Program. The workload of these Lecturer positions will normally involve teaching, academic service activities, and the expectation of continuing development as an educational professional through scholarly activities. They may have independent responsibilities for designing and teaching courses and laboratories or significant components of courses and laboratories. One of the two available positions within each Department must be filled by an individual who can teach in French. Bilingualism is an important asset for the other position. In the fall of 2010, the University and the Association of the Professors of the University of Ottawa are to conduct a review to determine if these positions are to become permanent. If it is agreed, the individuals initially hired will be able to apply with their prior experience being recognized. Applicants in Biology should send a curriculum vitae, a statement on teaching excellence, and arrange for three confidential letters of recommendation to be sent to the Chair of the Department of Biology: Dr. Steve Perry (sfperry@science.uottawa.ca). Applicants in Chemistry should do the same, addressing it to the Chair of the Department of Chemistry: Dr. Alain St-Amant (Alain.St-Amant@uottawa.ca). The closing date for receipt of applications is March 15, 2007 or until the position is filled. Conditions of employment, including salary, are set by the collective agreement governing faculty members. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure.

■ **CHIMIE — Université d'Ottawa.** Son emplacement stratégique au coeur de la capitale du pays, la grande variété de ses programmes d'enseignement et de recherche, offerts dans les deux langues officielles du Canada, sa diversité croissante ainsi que sa perspective nationale font de l'Université d'Ottawa « l'Université canadienne » par excellence. Les départements de biologie et de chimie à la Faculté des sciences de l'Université d'Ottawa mettant au concours chacun deux postes de chargés de cours à durée limitée, débutant le 1er juillet 2007. Le contrat initial est de trois ans, renouvelable pour deux ans. Les candidats ou candidates doivent obtenir un PhD dans la discipline appropriée, et sont invité(e)s à fournir un dossier d'enseignement qui inclura leur philosophie d'enseignement et des évidences d'excellence en enseignement. L'échelle salariale est celle de professeur adjoint. Biologie (2 postes): Les personnes retenues au Département de biologie se joindront à un département dynamique (http://www.bio.uottawa.ca/) dont les forces en enseignement et en recherche sont principalement en bioinformatique, en biologie cellulaire et moléculaire, en physiologie, en écologie et en évolution. La personne choisie sera experte dans au moins une des disciplines de base du département. Le département est situé dans un nouvel édifice de 5,200 m2 qui offre des espaces d'enseignement et de recherche à plus de 1000 étudiants de biologie et de d'autres domaines connexes ainsi qu'à plus de 40 professeurs. Les laboratoires de premier cycle offrent 400 postes de travail équipés de microscopes digitaux, de caméras à images digitales et de plusieurs logiciels. Chimie (2 postes): Les personnes retenues au Département de chimie (http://www.chem.uottawa.ca/) se joindront à un département dont la fierté est l'excellence en recherche et en enseignement dans les domaines de la chimie organique, medicinale, inorganique, physique et numérique. Les personnes choisies posséderont les connaissances qui leur permettront de contribuer autant au programme de chimie qu'à l'option chimie médicinale du programme des sciences

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Full-Time Faculty for Faculty of Education

Wilfrid Laurier University invites applications for up to **four appointments in Education (combination of two Tenured/Tenure Stream, and two 12-month Limited Term)** at the Assistant or Associate Professor level, subject to budgetary approval, commencing July 1, 2007.

Applicants for Tenured and Tenure Stream appointments should have a Ph.D. or Ed.D. in Education either completed or close to completion, and an established program of research (or evidence of research potential). Applicants for Limited Term appointments should have a minimum of a Masters of Education or comparable degree. All applicants should have experience in teaching at the university level (or evidence of teaching potential). Experience in schools (preferably at the primary/junior level) and teaching qualifications would be assets.

The successful applicants will play a key role in designing the first courses to be taught in the new Faculty (the first students will enter in September 2007), and in implementing the Professional Development School model in partnership with the local School Boards. Applicants must be willing to work within the conceptual framework of the Program. Potential applicants are invited to view the framework on the Laurier website at http://www.wlu.ca/homepage.php?grp_id=1867&pv=1.

Applicants are particularly sought with research interests and ability to teach in the following areas: Learning and Child Development; School and Society (institutions, role of School Boards, role of the Ministry and College of Teachers); Language Literacy and Social Studies; and Math, Science and Technology.

Applications, including a curriculum vitae and the names of three referees, should be sent electronically (subject line: Faculty of Education) to the:

Chair of the Search Committee
c/o Ms. Debbie Thayer
Office of the Vice-President: Academic
E-mail: dthayer@wlu.ca
Tel: (519) 884-0710, ext. 3727

Applications must be received no later than March 30th, 2007.

Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Education, Dr. Lynne M. Hannay (lhannay@wlu.ca).

Wilfrid Laurier University

www.wlu.ca

CAREERS CARRIÈRES

biopharmaceutiques. La charge de travail des chargés de cours impliquera normalement de l'enseignement, des activités de service liées à l'enseignement, et une attente de formation continue en tant que professionnel de l'éducation, par des activités savantes. Ils pourront avoir des responsabilités en toute indépendance, pour enseigner et concevoir des cours et des laboratoires, en tout ou en partie. Pour chacun des départements, un des postes sera occupé par une personne pouvant enseigner en français. Le bilinguisme actif est un atout important pour l'autre poste. À l'automne 2010, l'Université et l'Association des Professeurs de l'Université d'Ottawa détermineront si ces postes peuvent devenir permanents. Dans l'affirmative, les personnes embauchées initialement pourront poser leur candidature avec leur expérience sur ce poste reconnue. Les candidats et candidates en biologie doivent faire parvenir leur curriculum vitae, un exposé des évidences d'excellence en enseignement et prévoir l'envoi de trois lettres de références confidentielles au directeur du département de biologie M. Steve Perry (sperry@uottawa.ca). Les candidats et candidates en chimie doivent faire de même en adressant toutefois l'envoi au directeur du département de chimie M. Alain St-Amant (alain.stamant@uottawa.ca). La date limite pour postuler est le 15 mars 2007 ou jusqu'à ce que les positions soient comblées. Les conditions d'emploi, incluant le salaire, sont déterminées par une convention collective. On encourage tous les candidats qualifiés à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre à son personnel et à leurs époux et épouses les moyens de devenir bilingue. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Windsor.** The Faculty of Engineering at the University of Windsor is seeking to nominate a candidate for the Natural Science and Engineering Research Council (NSERC) University Faculty Award. We are seeking a candidate for a tenure-track position in the Department of Civil and Environmental Engineering program in the areas of Infrastructure Asset Integrity and Management at the rank of Assistant Professor commencing May 1, 2008. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Jerald Lalman, Acting Head, Civil and Environmental Engineering, University of Windsor, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000 Ext. 2550; Fax: (519) 971-3686; E-mail: lalman@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Gralich, Director, Faculty Recruitment at 877-668-6608 (Toll free within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in river hydraulics and watershed management. The person would have expertise in ecohydraulics with an emphasis on rehabilitation of watersheds and water courses in urban environments. Experience in model development, GIS applications, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and Fax number of at least three references. Mail to: Professor Lee Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

■ **COMMUNICATION STUDIES — University of Waterloo.** The Department of Drama and Speech Communication at the University of Waterloo invites applications for a tenure-track position in Speech Communication beginning July 1, 2007. Based in a liberal arts faculty which applies to high national and international standards, the University of Waterloo's Speech Communication program is the only one of its kind at a Canadian university. Its academic focus is the study of oral communication in various settings. The successful candidate should have the demonstrable capacity to teach courses in Interpersonal and Organizational Communication, with special focus on Intercultural and Gender Communication. Experience in Small Group Communication, Interviewing or Leadership, or Performance Studies is also an asset. In addition, the candidate must have a strong research profile with evidence of ongoing research activity and interest in teaching in the department's emerging graduate programs. Proof of strong interpersonal skills is also required. The successful candidate must have a PhD. Evidence of teaching excellence is a considerable asset. Salary range is commensurate with qualifications and experience. Application deadline: March 31, 2007. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment will remain open until a suitable candidate has been hired. Send letters of application, complete CV, and names of three referees to: Professor Gerd Hauck, Chair, Department of Drama and Speech Communication, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1; www.drama.uwaterloo.ca.

■ **COMMUNICATION STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University invites applications for a tenure-track appointment at the rank of Assistant Professor in the critical and interdisciplinary field of Communication Studies beginning July 1, 2007 (subject to budgetary approval). The Division is mandated to provide general education, and houses specialized interdisciplinary programs including the Communication Studies Program. Information on this program is available at: http://www.yorku.ca/artscomm. Information on the Graduate Program in Communication and Culture can be found at: http://www.yorku.ca/comcult/. Applicants are expected to have a demonstrated commitment to excellence in research and publication, and an ability to teach in an interdisciplinary program. A PhD in Communication or a related discipline by the time of appointment is required. The successful candidate will be expected to work in both the undergraduate Communication Studies Program and the York-Ryerson Graduate Program in Communication and Culture and must be suitable for prompt appointment to the Faculty of Graduate Studies. We solicit applications in one of the following two areas: History and Philosophy of Communication Thought: We seek a scholar whose scope of interest in communication bridges the various areas of the curriculum in both the undergraduate and graduate programs through inquiry into the central problematics that animate the study of communication. We encourage applications from scholars from a wide variety of perspectives whose research interrogates the core claims and disputes in the field. Global Networks and Media Systems: We seek applications from scholars with a research program oriented toward issues linked to the expansion and proliferation of global information and communication systems and technologies. We are particularly interested in scholars whose research addresses areas such as new media and development; trans-national spaces; social advocacy and global networks; global circulation of cultural commodities; historical contexts for globalisation; or non-western media systems. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Candidates are asked to submit a curriculum vitae, a statement of teaching and research interests, appropriate samples of their scholarship, syllabi, and teaching evaluations, and should arrange to have three referees send letters of reference directly to: Dr. Darryl Reed, Chair, Division of Social Science, York University, S756A Ross Building, 4700 Keele St., Toronto, Ontario, M3J 1P3. Tel: (416) 736-2100 x77812; fax: (416) 736-5574; email: dreed@yorku.ca. Deadline for applications is March 15, 2007.

■ **COMMUNICATION STUDIES & MULTIMEDIA — McMaster University.** The Department of Communication Studies and Multimedia at McMaster University invites applications for a teaching-track appointment beginning July 1, 2007. The appointment will be for a three-year period, renewable for a further three years (subject to an academic assessment). During the second term, the appointee will be eligible to be considered for a permanent teaching appointment based on demonstrated excellence as a teacher and an educator. The appointment is in the communication studies program where the curriculum covers the areas of media studies, performance studies, and social discourse analysis. The successful candidate should have a range of teaching interests and be able to teach undergraduate courses in one or more of these areas. In particular, s/he should be able to teach the required courses in both qualitative and quantitative research methods. These courses form part of the core of the communication studies program, and introduce students to a wide array of research, analysis and communication skills that can be applied in

McGill

Assistant/Associate Professor
Division of Pediatric Respiratory Medicine
Department of Pediatrics

The Department of Pediatrics, McGill University and the Montreal Children's Hospital (MCH) of the McGill University Health Centre (MUHC) are inviting applications for full-time Faculty position in the Division of Pediatric Respiratory Medicine. The Division is comprised of four full-time and 2 part-time pulmonologists, and functions as an integrated partnership. Applicants should have clinical, research and administrative experience and would be expected to actively participate in the teaching activities of the department.

The Division has an active in-patient service with major consulting activities in neonatology and pediatric intensive care as well as a bronchoscopy service. The out-patient clinical service of the Division has many subspecialty clinics, including a CCFF-approved CF center, Bronchopulmonary Dysplasia and home oxygen program, Apnea evaluation and home monitoring, tuberculosis, neuromuscular disease and home ventilation. The Division has extensive laboratory services, including routine pulmonary function testing, exercise laboratory, infant pulmonary function testing, and two-bed sleep laboratory.

The Division of Pediatric Respiratory Medicine has a Royal College-approved and US Board of Pediatric Subspecialties-recognized fellowship training program.

There are abundant opportunities for both clinical and fundamental research. For qualified individuals, laboratory space, shared equipment and start up funds will be available through the associated McGill University — MCH Research Institute, the MUHC Research Institute.

The selected M.D. candidates must be eligible for licensure within the province of Quebec. Candidates should be certified (or eligible) by the Royal College of Physicians and Surgeons of Canada in Pediatric Pulmonology (or possess comparable qualifications) and be eligible for licensure in the Province of Quebec.

Interested applicants are asked to submit a signed letter of interest, curriculum vitae (including e-mail address) and three letters of reference:

Dr. Harvey J. Guyda, Chair
Department of Pediatrics
The Montreal Children's Hospital
Room C-414, 2300 Tupper St.
Montreal, Quebec H3H 1P3
E-mail: harvey.guyda@muhc.mcgill.ca
Telephone: 514-412-4467
Fax: 514-412-4251

All qualified applicants are encouraged to apply. Remuneration of the successful candidate will be based on individual qualifications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates would benefit from a working knowledge of both official languages. "Les candidat(e)s tireront avantage d'une connaissance des deux langues officielles" McGill University is committed to equity in employment.

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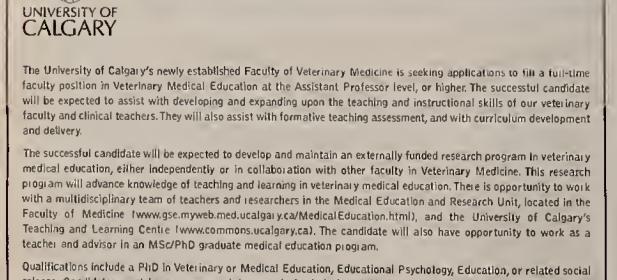

ACADEMIC POSITION IN VETERINARY MEDICAL EDUCATION

UNIVERSITY OF CALGARY

The University of Calgary's newly established Faculty of Veterinary Medicine is seeking applications to fill a full-time faculty position in Veterinary Medical Education at the Assistant Professor level, or higher. The successful candidate will be expected to assist with developing and expanding upon the teaching and instructional skills of our veterinary faculty and clinical teachers. They will also assist with formative teaching assessment, and with curriculum development and delivery.

The successful candidate will be expected to develop and maintain an externally funded research program in veterinary medical education, either independently or in collaboration with other faculty in Veterinary Medicine. This research program will advance knowledge of teaching and learning in veterinary medical education. There is opportunity to work with a multidisciplinary team of teachers and researchers in the Medical Education and Research Unit, located in the Faculty of Medicine (www.gse.myweb.med.ucalgary.ca/MedicalEducation.html), and the University of Calgary's Teaching and Learning Centre (www.commons.ucalgary.ca). The candidate will also have opportunity to work as a teacher and advisor in an MSc/PhD graduate medical education program.

Qualifications include a PhD in Veterinary or Medical Education, Educational Psychology, Education, or related social science. Candidates must have an appropriate record of scholarly publications and research activities. Expertise in cognitive psychology and learning theory, and in educational research design methods, will be assets.

The Faculty of Veterinary Medicine is developing a curriculum based upon a clinical presentation model that helps students link fundamental scientific principles to clinical reasoning. The senior year of the DVM program will be delivered through partnerships with regional private veterinary practices that, together, will comprise our distributed veterinary teaching hospital. We will promote the use of active, cooperative teaching methods by faculty, and the acquisition of lifelong learning skills by students.

The University of Calgary DVM program will cover the full range of species and disciplines of veterinary medical education, with enhanced opportunities in production animal health, ecosystem and public health, equine health, and comparative medicine. The Faculty will meet all standards of accreditation. Please visit our website at www.vet.ucalgary.ca for more information.

Consideration of applications will commence **March 31, 2007,** and will continue until the position is filled. Please submit a curriculum vitae, a statement of teaching philosophy and experience, a statement of research interests, and the names of three referees, directly to:

Carl Ribble, Associate Dean (Academic)
Faculty of Veterinary Medicine
University of Calgary
3330 Hospital Drive N.W.
Calgary, Alberta T2N 4N1 Canada
Email: vetacad@ucalgary.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

Assistant Professor
Human Kinetics & Recreation
VPA# HKR-2007-001

MEMORIAL UNIVERSITY

The School of Human Kinetics and Recreation invites applications for an Assistant Professor in the areas of Recreation/ Physical Education/ Kinesiology commencing July 1, 2007. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and be in a tenure-track position. (If a successful candidate has not completed an earned doctorate he/she shall be appointed to a regular term, non renewable three-year appointment at the rank of Assistant Professor). If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following the completion of the requirements of the degree). Preference will be given to applicants with prior university teaching experience and a track record that demonstrates excellence in the areas of teaching and research.

The successful applicant will be expected to teach at the undergraduate and graduate level, supervise graduate students, participate in other educational, scholarly and professional activities, liaise with the community, and develop an active program of research. A PhD in Recreation, Physical Education, Kinesiology, or related area is required; although individuals who are ABD will be considered. The ability to teach in recreation administration is desirable.

Salary will be in accordance with the university's collective agreement and is based on qualifications and experience. Applications will be accepted until **March 31, 2007.** A curriculum vitae, statement of research and teaching interests, evidence of teaching competence, and the names of three referees should accompany letters of application.

Dr. Mary Bluechardt, Director
School of Human Kinetics and Recreation
Memorial University of Newfoundland
St. John's NL, Canada A1C 5S7
Telephone: (709) 737-8129
Fax: (709) 737-3979
Email: hkrdirec@mun.ca

Positions are subject to budgetary approval. Electronic applications are encouraged, and additional information about Memorial University (and link to the School) can be found at www.mun.ca.

Memorial University is the largest university in Atlantic Canada. As the province's only university Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe and friendly city with great historic charm, a vibrant cultural life and easy assess to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

upper level courses. The successful candidate will be expected to demonstrate leadership in the development of instructional techniques, such as problem-based and inquiry-oriented learning, for both larger and smaller classes, and to work closely with McMaster's Centre for Leadership and Learning in furthering curricular renewal and pedagogical innovation, research and assessment. The starting salary will be $55,015. Applicants should have completed or be near completing a PhD. in Communication Studies or closely related discipline and have experience in teaching undergraduate students, especially in the area of research methods. Applicants should also have a strong interest in pedagogical innovation and a commitment to the development of excellence in teaching and learning. A curriculum vitae, three letters of reference, and teaching portfolio (course outlines, teaching evaluations, and other relevant documentation) should be sent to: Dr. Graham Knight, Chair, Department of Communication Studies & Multimedia, McMaster University, 1280 Main St. W., TSH 330, Hamilton, Ontario, Canada, L8S 4M2. Applications received before April 15, 2007 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **COMPTABILITÉ** — Université Laurentienne. L'École de commerce et d'administration sollicite des candidatures pour un poste menant à la permanence dans le domaine de la comptabilité. Les candidat(e)s doivent posséder un doctorat en comptabilité ou dans une discipline connexe ainsi qu'une désignation comptable (CGA, CA, CMA). Les personnes qui détiennent une maîtrise ou qui poursuivent actuellement des études doctorales pourront être considérées pour ce poste si elles s'engagent à entreprendre ou à compléter leur doctorat dans un délai raisonnable. Le poste débute le 1er juillet 2007. Les personnes intéressées doivent faire parvenir leur offre d'emploi accompagnée d'un curriculum vitae et de trois références à: Harfoy d'Entremont, Université Laurentienne, 935 chemin du lac Ramsey, Sudbury, ON, P3E 2C6, Canada ou à asr@laurentienne.ca. Plus d'informations sont disponibles à: http://laurentian.ca/personnel/FRENCH/femploymentvacancies.htm. Sous réserve d'approbation budgétaire.

■ **COMPUTER SCIENCE — University of Waterloo.** The University of Waterloo invites applications for one or more David R. Cheriton Chairs in Software Systems in the David R. Cheriton School of Computer Science. Candidates at all levels of experience whose research is in the systems area (broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2007 calendar year. The positions will be tenured or tenure-track. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., and Open Text Corp. Please see our website for more information: http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca or by post to: Chair, Advisory Committee on Appointments, David R. Cheriton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and for as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE — University of Waterloo.** The University of Waterloo invites applications for a tenured or tenure-track faculty position in the David R. Cheriton School of Computer Science, in the area of bioinformatics. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2007 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., and Open Text Corp. Please see our ▸▸

website for more information: http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca or by post to: Chair, Advisory Committee on Appointments, David R. Cheriton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **CRIMINAL JUSTICE** — Ryerson University. Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 80 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. The School of Criminal Justice invites applications for 2 tenure-stream positions (rank open), commencing August 1, 2007. A PhD or its equivalent, with a focus on criminology and/or criminal justice, is required at the start of the appointment. Successful candidates must have a demonstrated record of scholarship, evidence of excellence in undergraduate teaching, and a capacity for collegial service. Areas of specialization are open, although preference will be given to applicants with expertise in two or more of the following areas: Canadian criminal law, law and society, social inequality, international perspectives on crime and criminology, and/or research methodology. The School of Criminal Justice (www.ryerson.ca/crim) is in a phase of dynamic growth. Fall 2005 marked the launch of a full-time undergraduate BA degree in Criminal Justice, as well as the 10th year of our part-time, post-diploma BA degree in Justice Studies. Our current full-time student enrolment of 200 is expected to double in two years. The faculty, joined recently by four tenure-stream members, is multidisciplinary, with PhDs in Criminology, Law, Sociology and Political Science. The School offers a minor in Criminal Justice and a wide selection of courses across five faculties and in the G. Raymond Chang School of Continuing Education. Criminal Justice is housed in the Faculty of Arts, an integral and thriving contributor to humanities and social science education across the University. Applicants should send a letter of application, a curriculum vitae (identifying courses taught for which the applicant has borne full academic responsibility), two recent research publications, documentation of teaching excellence, and three confidential letters of reference, to be received by April 13, 2007, to: Dr. Karim Ismaili, Program Coordinator, School of Criminal Justice, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Please note that faxed and e-mailed applications will not be accepted. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

D

■ **DISASTER STUDIES** — Brandon University. Brandon University invites applications for a tenure-track faculty position in the Department of Applied Disaster and Emergency Studies (ADES). The ADES program has been in place since 2001 and has an established student base. Brandon University has invested significantly in library holdings and information technology, including a fully equipped Emergency Operations Lab, to support teaching and research. ADES offers four-year Baccalaureate degrees in Arts or Science (BA or BSc). Required ADES courses include introduction to disaster studies and to emergency management, hazards, disaster risk assessment, policy and law, recovery, mitigation, preparedness planning and response management. Current electives range from sociology of disasters, international comparisons. The successful candidate will teach courses from the core topics and deliver elective courses in their area of specialty. Preference will be given to candidates who can teach courses in natural and technological hazards, risk assessment and modelling, or similar disaster science courses. This position will complement the department's current strengths in vulnerability science, health issues, rural resilience and gender analysis. Evidence of successful teaching, research and scholarship in the field of disaster studies and emergency management is required. The candidate should also have practical or applied experience in the area and understanding of the challenges posed by an interdisciplinary approach to the field. This is an applied program so the successful candidate will have the ability to effectively link university-based activities with public and private agencies and institutions. The position requires a PhD in emergency management or disaster studies, taken as a specialty from such fields as Anthropology, Earth Sciences, Economics, Engineering, Geography, Management, Planning, Political Science, Psychology, Public Administration, or Sociology. A Masters degree in these areas combined with sufficient relevant experience will also be considered. Applications are invited by April 16, 2007. The appointment will take effect August 1, 2007 or upon candidate availability. Salary and rank will be commensurate with qualifications and experience. Please send a letter of application, curriculum vitae, transcripts, citizenship or Canadian Immigration status, and the names and email addresses of three referees to: Dr. Austin Gulliver, Dean of Science, Brandon University, Brandon, MB, R7A 6A9; gulliver@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ **DRAMATIC ART — University of Windsor.** The University of Windsor invites applications for a nine-month limited-term faculty position in the School of Dramatic Art in the area of Acting at the rank of Assistant Professor commencing August 15, 2007. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Lionel Walsh, Director, School of Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4. Phone: (519) 253-3000, Ext. 2805; Fax: (519) 971-3629; Email: walsha@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Deakich, Director, Faculty Recruitment at 1-877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561 1432 or Email: recruit@uwindsor.ca.

E

■ **ECONOMICS — Laurentian University.** Subject to budgetary approval. Ad #46: The Department of Economics invites applications for a ten-month, limited term position. Candidates should have a PhD or have ABD status in Economics. All fields will be considered. Ability to teach in both English and French would be an asset. Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, and three letters of reference addressed to: Harley d'Entremont, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON, P3E 2C6 or by e-mail to asr@laurentian.ca. Information can be found at www.laurentian.ca. LU faculty are part of LUFA (the Laurentian University Faculty Association). Information and the Collective Agreement can be found at www.lufapul.ca.

■ **ECONOMICS — Wilfrid Laurier University.** Applications are invited for a twelve-month Limited Term appointment at the rank of Lecturer or Assistant Professor commencing July 1, 2007. Preference will be given to applicants with a PhD and teaching experience. Duties include teaching at the undergraduate level and research. This advertisement is directed in the first instance to Canadian citizens and permanent residents. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. This position is subject to budgetary approval. Applications with a curriculum vitae and the names of three references should be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 (email: arobertson@wlu.ca). The review of applications will begin on April 15 and will continue until the position is filled. Members of the designated groups wishing to be considered for employment equity must self-identify. In confidence, to Dean Ginny Dybenko, School of Business and Economics.

■ **ÉDUCATION — Université Laurentienne.** Sous réserve d'approbation budgétaire. L'école des sciences de l'éducation: Quatre poste à temps plein menant à la permanence. Annonce #42: Enseignement des Arts. Micro enseignement et autres disciplines à la formation initiale, en plus de la supervision de stages. Annonce #43: Enseignement des cours de TICE (Technologie de l'information et de la communication en éducation) et autres disciplines à le formation initiale, en plus de la supervision de stages. Annonce #44: Enseignement des cours d'anglais langue seconde, d'intervention pédagogique et autres disciplines à la formation initiale, en plus de la supervision de stages. Annonce #45: Enseignement des cours de français langue maternelle à l'élémentaire et au secondaire, l'actualisation linguistique et l'animation culturelle et d'autres disciplines à la formation initiale, en plus de la supervision de stages. Les candidat(e)s doivent faire parvenir une lettre d'accompagnement indiquant le numéro de l'annonce, un curriculum vitae, une liste de publications, un résumé des champs d'intérêts de recherche et trois lettres de recommandations à: Harley d'Entremont, Université Laurentienne, 935 chemin du lac Ramsey, Sudbury, ON, P3E 2C6 ou à asr@leurentienne.ca. Plus d'informations sont disponibles à: www.laurentienne.ca. Les professeurs de l'UL tont partie de l'APUL (Association des professeurs da l'Université Laurentienne). Plus de renseignements ainsi que la convention collective sont disponibles à: www.lufapul.ca.

RYERSON UNIVERSITY

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 80 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada

DEPARTMENT OF CHEMISTRY AND BIOLOGY

TENURE-STREAM FACULTY POSITIONS

The Department of Chemistry and Biology is in a phase of dynamic growth. Propelled by an energetic and ambitious faculty, including a Canada Research Chair in Environmental Interfaces and Biofilms, the Department has been instrumental to the establishment of new B.Sc. programs (www.ryerson.ca/science/), and has just launched an interdisciplinary M.Sc. in Molecular Science (www.ryerson.ca/gradstudies/molecularscience.html). Department faculty members also participate in Ryerson's M.A.Sc. program in Environmental Applied Science and Management and M.A.Sc. and PhD programs in Chemical Engineering. The University maintains a cluster of research facilities, including a Brucker 400MHz-NMR instrument, a level 2 biohazard facility, and a range of confocal microscopy techniques. Access to ESI/MALDI-Qq-TOF-MS and ESI-ion Trap-MS is also available within the Department. Further information about the Department and its resources can be found at www.ryerson.ca/cab. The Department invites applications for two tenure-stream faculty positions at the Assistant Professor level.

Biology: We are seeking a eukaryotic cell biologist. We are particularly interested in individuals who will undertake integrated research at the molecular/cellular level in one of the following areas: animal cell biology (pathogen-cell interactions); mycology; plant genetics with an interest in urban species.

Chemistry: We are seeking an organic or inorganic synthetic chemist. Individuals with an interest in polymers or materials are especially encouraged to apply, as are those with industrial experience.

The successful candidates will have a PhD, post-doctoral experience in a relevant field and an outstanding research record, and will be expected to establish an active, externally funded research program, contribute to teaching program courses at the undergraduate and graduate levels, and supervise graduate students. Applicants should submit a curriculum vitae, a research proposal, single copies of three recent publications, their teaching philosophy and three signed letters of reference, by March 15, 2007, to: Dr. Christopher Evans, Chair, Department of Chemistry and Biology, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. The positions will remain open until filled, but only applications received prior to the closing date will be guaranteed consideration.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Academic Director, University Teaching Services

Reporting to the Vice-Provost (Academic Programs), the Academic Director provides strategic leadership for University Teaching Services (UTS) within an academic environment focusing on teaching and learning. The director is instrumental in establishing and maintaining university-wide programs and processes designed to stimulate constructive innovation in teaching, learning, and the effective use of educational technologies. As an experienced change agent and educator well-versed in educational research, the director plays a pivotal role in fostering a University culture in which the scholarship of teaching is highly valued. The University of Alberta has made significant strides in establishing a number of well funded teaching and learning initiatives.

The Academic Director provides strategic leadership for the UTS. The director ensures there is a coherent vision and operational strategy that is aligned with the goals expressed in the University's Academic Plan. The Academic Director teaches one course each year in his or her home department and maintains an active research program in his or her own discipline. The director's specific duties include:

- Furthering the effectiveness of UTS-sponsored programs that develop University instructors' abilities to employ exemplary teaching practices and evaluating educational outcomes.
- Forming and sustaining close partnerships with University administrators, faculty, and both central and faculty-based service providers.
- Exploring with the Teaching, Learning and Technology (TLAT) Council opportunities and challenges identified by research and resulting from the evolution of higher education, social trends, and emerging technologies.
- Collaborating with University stakeholders to develop evelualion strategies end implementation approaches appropriate for innovative teeching methods and lechnologies.
- Contributing to the review and renewel of lhe University's Academic Plan.
- Participating on University committees concerned with teaching, learning, and the effective use of instructional technologies. These include the TLAT Council, the Teaching and Learning Enhancement Fund Selection Committee, and the Committee on the Learning Environment.

The Academic Director has the following qualifications:

- A record of exemplary university teaching.
- An understanding of research-informed leaching and the use of technology to enhance learning.
- Demonstrated competence in working with university faculty to employ innovative teaching practices and engage in the scholarship of teaching
- Superior communications skills and the ability to collaborate effectively with multi-functional teams.
- An international reputation as a scholar.
- A record of leadership, and the ability to articulate a vision for the future and positively influences people to align with the vision.
- An earned doctorate.
- Fluency in French is an asset.

The Directorship term of appointment is five years, and is renewable upon review.

This is a tenure-stream academic appointment (the department will be determined on the basis of the successful candidate's disciplinary background). Candidates should be of sufficient seniority lo warrant an appointment at the rank of full professor or associate professor.

Consideration of applications will be begin in March and continue until the position is filled. Applicants are asked lo submit a curriculum vitae, the names of three referees, and teaching, research and service dossiers to:

Dr. Olive Yonge
Vice-Provost (Academic Programs)
2-10 University Hall, University of Alberta
Edmonton, AB, Canada T6G 2J9
E-mail: olive.yonge@ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

Tenure Track Positions, College of Biological Science

The College of Biological Science is the largest unified bioscience institution in Canada and comprises over 90 faculty including nine Canada Research Chairs, 3,000 graduate and undergraduate students, and with an annual external research income in excess of $32M. The College has recently taken occupation of a $144M, 390,000 sq ft Science Complex, with outstanding facilities for research and teaching including an Advanced Analysis Centre for proteomics, genomics and bioimaging. Exceptional state-of-the-science facilities are available for experimentation in controlled environments involving plants (Phytotron), aquatic organisms (Aqualab) and aquatic mesocosms (Limnotron). An animal wing, part of the Univeristy's Animal Care Facilty, that is suitable for acute and chronic housing of rodents is strategically located within the Human Health and Nutritional Science Department. As part of a strategic plan to maintain the College at the forefront of life science, we are seeking to recruit outstanding individuals to a series of targeted, tenure-track positions at the Assistant Professor level. Successful applicants will be expected to establish a strong, independent research program involving innovative approaches and contribute to wider, interdisciplinary research goals. The College takes pride in the excellence of its students, and applicants should be able to articulate a commitment to the highest standards of pedagogy and will be expected to participate in undergraduate and graduate education. Candidates must have a PhD, preferably with postdoctoral experience, a strong record of publications in peer-reviewed journals, and ideally some experience in undergraduate/graduate teaching. Further details on specific positions can be obtained by contacting the individuals indicated next to each area.

Human Health, Nutrition, Physiology and Biomechanics (five positions)
Candidates are sought with proven experience in nutrition, biomechanics and physiology and applications to human health. Three positions are in association with a new Guelph-Humber program in nutrition, fitness and health. The biomechanist must be able to combine biomechanics/bioengineering principles and anatomy to address chronic health issues. The physiologist needs a strong understanding of systemic cardiopulmonary physiology as well as nutrition and exercise interactions. The nutritionist will be required to integrate nutritional sciences with lifestyle and physical activity topics and to have a good knowledge of nutraceuticals and functional foods. The College is also looking for candidates for two additional positions; one in the area of nutragenomics as it pertains to human health. The second position is for a physiologist with interest areas that compliment those of the Department of Human Health and Nutritional Sciences (cardiovascular, neural, skeletal muscle, metabolic physiology). Contact **Dr. Terry Graham**, email terrygra@uoguelph.ca.

Comparative Animal Physiology
We seek individuals with a background in comparative physiology and with expertise in developmental biology or neurophysiology. The position will enhance existing strengths in environmental physiology, comparative biochemistry, endocrinology, neuroendocrinology and biomechanics with a strong focus on aquatic organisms. Contact **Dr. Don Stevens**, email dstevens@uoguelph.ca.

Functional Genomics
We seek individuals with expertise in integrating broad gene and/or protein expression data sets to understanding complex processes of physiological regulation and evolutionary adaptations in animals. Opportunities exist to collaborate with a large group of comparative animal physiology, ecology and evolutionary biology researchers with a strong focus on aquatic organisms. Contact **Dr. Patricia Wright**, email patwrigh@uoguelph.ca.

Evolutionary Biology
We seek individuals with expertise in evolutionary biology, particularly those that use theoretical and modeling approaches, which complement our existing strengths in evolutionary ecology, evolutionary genetics and molecular systematics. Opportunities exist to participate in new graduate teaching and research initiatives in bioinformatics, biodiversity, and applied evolution. Contact **Dr. Moira Ferguson**, email mmlergus@uoguelph.ca.

Co-evolutionary Ecology
We seek individuals with a research focus on interactions, dynamics and reciprocal co-evolution among species in ecological communities. We are particularly interested in novel applications of co-evolution, such as emerging problems in the evolution of infectious disease, pests, pathogens and/or non-native species as well as the ability to span multiple levels of organization. Contact **Dr. John Fryxell**, email jfryxell@uoguelph.ca.

Ecosystem Ecology
We seek individuals that investigate coupled biological-physical processes in natural or human-influenced systems and who can link their research in ecosystem ecology to our existing strengths in physiological, population and community ecology. The successful candidate will use modern analytical techniques in combination with field approaches to investigate the functioning of ecosystems, the responses of ecosystems to changing environments and climate change, ecosystem consequences of biodiversity, and biogeochemical cycling. Contact **Dr. Denis Lynn**, email ddr@uoguelph.ca.

Cellular Microbiology
We seek a candidate of exceptional promise who will apply contemporary integrated approaches in microbiology and cellular biology to investigate the interactions between microorganisms and eukaryotic host cells. Applications will be considered from individuals asking leading edge biological questions in any system involving bacteria, eukaryotic microorganisms or viruses. Contact **Dr. C. Whitfield**, email cwhitfie@uoguelph.ca.

Prokaryotic or Eukaryotic Developmental Biology
We seek a candidate of exceptional promise who will apply contemporary approaches to address leading edge biological questions in developmental biology. Applications will be considered from individuals investigating any biological system including those studying microbes, plants or animals. Contact **Dr. C. Whitfield** email cwhitfie@uoguelph.ca.

Structural Biology-Electron Microscopy
We seek a candidate of exceptional promise who will exploit cryo-electron microscopy and allied structural biology approaches to investigate leading edge biological questions. Applications will be considered from individuals investigating any important prokaryotic or eukaryotic system. Contact **Dr. C. Whitfield**, email cwhitfie@uoguelph.ca.

Applicants should submit three copies of their curriculum vitae, including the names of three referees, and a letter of application to the

Dean's Office, College of Biological Science
University of Guelph, Guelph, ON, Canada N1G 2W1

Committees will be looking at applications from **March 31st**. General enquiries can be made to the Dean, Professor Michael Emes (email: memes@uoguelph.ca) tel. (519) 824-4120 ext. 56102.

UNIVERSITY of GUELPH

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All appointments will be subject to financial approval by the University.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for two definite-term Lecturer positions in the areas of computer engineering (including hardware-related areas) and software engineering. Each position has an initial term of a maximum of three years. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience are desirable. Registration as a professional engineer is an asset. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and other service tasks. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in computer engineering and/or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives and teaching interests, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references to the Faculty Search Coordinator via e-mail to recruit@ece.uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanotechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, signal/image processing, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca/applications. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mecha-

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THOMPSON RIVERS UNIVERSITY
KAMLOOPS, BC

TRU invites applications for the following position:

FACULTY

Sociology
Sessional
Competition #07-009

Thompson Rivers University (TRU), British Columbia's newest public university, was founded in 1970 as a community college, and through an exciting process of evolution and growth is now a unique, comprehensive university built on 35 years of excellence in post-secondary education and training.

The spectacular main campus of TRU is located on the south slope of Kamloops, a growing city of 80,000 residents at the centre of BC's southern interior, only four hours from Vancouver. The university has become a vital and integral part of a community and surrounding region that offers recreational, cultural, social and economic benefits that are attracting students and faculty from across Canada and around the world.

With an on-campus population of over 9,000 students, TRU is a primarily undergraduate, teaching-focused university offering over 50 undergraduate and graduate degree options, and more than 40 diploma and certificate programs in academic, applied and professional fields. The expansion of graduate programs, distance and open learning, and the building of strength in a number of research areas are among the priorities of the university in the years ahead.

For further information, please visit our website at
www.tru.ca/careers

We wish to thank all applicants; however, only those under consideration will be contacted.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

www.careers.ualberta.ca

Associate Director, Population Research Laboratory (PRL)

The Department of Sociology, Faculty of Arts, University of Alberta invites applications for a tenured position in the Population Research Laboratory (PRL) at the Associate or Full Professor level depending upon qualifications. This academic position will have normal (for rank) research and graduate supervision expectations, but a reduced teaching load. The Associate Director will assist the Executive Director of the PRL in providing research and organizational leadership for this research unit, with the expectation of assuming the Executive Directorship at a future date. Experience with survey research is required. Areas of specialization are open; interests might include sociology of health, aging, immigration, population studies, labour markets, environment, urban sociology, political sociology, criminology, or other policy-relevant areas.

The successful candidate will have a PhD, a record of publication, success in obtaining grants, and a commitment to participating in the growth of the PRL. Preferred starting date is July 1, 2007. Additional information about the Department and the PRL can be found at: www.uofaweb.ualberta.ca/sociology/.

Applicants should submit a letter of intent, curriculum vitae and arrange for three confidential letters of reference to be sent to:

Dr. Harvey Krahn, Professor and Chair
Department of Sociology
5-21 Tory Building
University of Alberta
Edmonton, Alberta, Canada T6G 2H4
Fax: (780) 492-7196
Email: harvey.krahn@ualberta.ca

Application Deadline: March 31, 2007

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

BUILDING THE FUTURE—
Researchers with *Vision*

UPEI is seeking
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CAREERS CARRIÈRES

tronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the Best Overall university by reputation in Canada for the past 13 years. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING/ QUANTUM COMPUTING — University of Waterloo.** The Department of Electrical and Computer Engineering (E&CE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a P.Eng. with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The E&CE Department, http://www.ece.uwaterloo.ca, is part of the Faculty of Engineering (www.eng.uwaterloo.ca) and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computation. Information about IQC activities can be found at www.iqc.ca or by contacting Prof Raymond Laflamme (laflamme@iqc.ca). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applications will be accepted until the position is filled.

■ **ENGINEERING — Laurentian University.** Subject to budgetary approval. **Ad #47:** The School of Engineering invites applications for a sabbatical replacement position in Chemical Engineering at the Assistant Professor level with ability to teach courses in the areas of process control and chemical reactor engineering. Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, and three letters of reference addressed to Harley d'Entremont, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON, P3E 2C6 or by e-mail to asr@laurentian.ca. Information can be found at www.laurentian.ca. LU faculty are part of LUFA (the Laurentian University Faculty Association). Information and the Collective Agreement can be found at www.lufapul.ca.

■ **ENVIRONMENTAL STUDIES — University of Waterloo.** Junior Chair in Environmental Policy and Sustainable Energy. The University of Waterloo invites applications for a position in environmental policy and sustainable energy. The successful candidate will be appointed at the level of tenure-track Assistant Professor or Associate Professor (for an exceptional and appropriately experienced candidate) in one of the three academic units in the Faculty of Environmental Studies. The ability to contribute to one or more faculty-level programs would also be an asset. More information about the Faculty of Environmental Studies may be found at http://www.fes.uwaterloo.ca. Applicants should have research expertise in the social, economic, political and/or behavioural aspects of sustainable energy (for example, renewable energy or conservation and demand management). Applicants should also have an interest in placing their research expertise and activities within a broader inter-disciplinary setting that examines the technical, social and policy elements of energy systems in an integrated manner. Applicants should have a Ph.D., a demonstrated record of excellence in research in environmental policy and sustainable energy and the potential to develop a nationally and internationally-recognized interdisciplinary research program. This position will add to the existing expertise at the University of Waterloo in areas related to sustainable energy. A senior Ontario Research Chair in 'Environmental Policy and Renewable Energy' was recently established. The Faculty of Environmental Studies has significant ongoing research on sustainable energy, including residential energy efficiency, 'green power' and conservation and demand management strategies. Applications must include: i) a curriculum vitae and the names (with contact information) of four referees; ii) a research statement outlining the applicant's research and specific plans; and iii) a teaching portfolio summarizing the applicant's relevant experience and teaching philosophy. The first stage in the review of applicants will be based on the application documents. Referees will be contacted for those being considered in the second stage of the review. Review of applications will begin on March 1, 2007; however, applications will continue to be accepted until the position is filled. Applications should be sent to: Dr. Ian Rowlands, Chair, Faculty Search Committee (Environmental Policy and Sustainable Energy), Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; Email: irowland@fes.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **EPIDEMIOLOGY — Toronto Western Research Institute.** The Arthritis Community Research and Evaluation Unit (ACREU) is seeking an Epidemiologist to join our interdisciplinary research team. We are carrying out an integrated program of research with the overall goal to reduce the adverse impact of arthritis on individuals, their families, and in the community. Our research program includes a broad spectrum of applied epidemiologic, health services and behavioural science research, using arthritis as a model for chronic and disabling disorders associated with aging. ACREU is part of the Division of Health Care and Outcomes Research at the Toronto Western Research Institute, University Health Network, Toronto, and is affiliated with the University of Toronto. The successful candidate would be expected to take leadership in a program of applied research directed to investigating the individual and health services impact of arthritis in Canada and their determinants. A particular focus will be on the impact on the working age population. This research may also involve collaboration on arthritis surveillance and knowledge transfer with the Public Health Agency of Canada and with other federal, provincial and not for profit agencies. The successful candidate would also be expected to provide consultation services on epidemiological methods, interpretation of health data and be responsible for writing scientific reports, papers and grant applications. Minimum qualifications are a PhD, in Epidemiology or a closely related field, and will have a strong record of achievement, strong quantitative and methodological skills, an exciting vision, and an interest in collaborative research. To learn more about ACREU and our research, please visit www.acreu.ca. This is a one-year position in the first instance with the possibility for extension contingent on funding. Salary will be commensurate with qualifications and previous experience. Interested applicants are invited to submit a detailed and current curriculum vitae together with a covering letter to: Dr. Elizabeth Badley Director, Arthritis Community Research and Evaluation Unit, Toronto Western Research Institute, 399 Bathurst Street, MP10-316, Toronto, Ontario, M5T 2S8, Canada. Telephone: (416) 603-6269; Email: emanuk@uhnres.utoronto.ca. Closing Date: March 16, 2007. We wish to thank all applicants for their interest, however, only those selected for an interview will be contacted. The Toronto Western Research Institute is a member of the University Health Network, an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, although others are welcome to apply.

BUILDING THE FUTURE—
Researchers with *Vision*

UPEI is seeking
Canada Research Chair (Tier 2) in Development and Health (Children and Youth)

To learn more, visit www.upei.ca/research

or contact
Dr. Kim Critchley, Dean School of Nursing
at **kcritchley@upei.ca**
or **(902) 628-4300**

RYERSON UNIVERSITY

concept to creation

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 80 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

TENURE-TRACK FACULTY POSITION

Department of Mechanical and Industrial Engineering

The Department of Mechanical and Industrial Engineering offers four-year accredited programs leading to Bachelor of Engineering (B.Eng.) degrees in Mechanical Engineering and Industrial Engineering. The Department is also a major participant in a new stand-alone undergraduate program in Biomedical Engineering, which is expected to commence in September 2008. The Department offers graduate programs leading to Doctor of Philosophy (PhD), Master of Applied Science (M.A.Sc.), and Master of Engineering (M.Eng.) degrees in Mechanical Engineering. Additional information about the Department can be found at www.mie.ryerson.ca.

Faculty of Engineering, Architecture and Science

The Department invites applications for a tenure-track faculty position in the general area of Biomechanics, at the Assistant or Associate Professor level. The successful applicant will be expected to: contribute to the development of master's and PhD programs in Biomedical Engineering; teach undergraduate courses in biomechanics and related areas; develop and teach new graduate courses; and supervise graduate students. Applicants must hold a PhD degree in Mechanical Engineering, Biomedical Engineering or a related discipline. Of particular interest are candidates with excellence in teaching and research in one or more of the following areas: biomechanics, biofluids, tissue engineering, bioMEMS, biomaterials, and orthopaedic biomechanics. All applicants should be registered, or eligible for registration, as a Professional Engineer in Ontario. The level of appointment and salary will be commensurate with the qualifications of the candidate.

Applications, including a curriculum vitae, a statement of research and teaching interests, and names of three references, should be sent, no later than April 2, 2007, to: Dr. Liping Fang, Professor and Chair, Department of Mechanical and Industrial Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax: 416-979-5265. E-mail: lfang@ryerson.ca. Applications received after this date will continue to be considered until a suitable candidate is found. We thank all candidates for applying; however, only those selected for an interview will be contacted.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

ENGINEERING | ARCHITECTURE | SCIENCE

UNIVERSITY OF REGINA

The University of Regina is a modern, comprehensive University with a growing national reputation for excellence in teaching and research. We prepare our students to excel in the global community and our research opportunities attract the best and brightest minds. Our campus is in the heart of one of North America's largest urban parks – a striking natural setting, energized by our students, faculty, and staff, and an ideal place to make your career.

DEAN, FACULTY OF ARTS

The Faculty of Arts at the University of Regina is a large and diverse entity within a growing university. The Faculty has seventeen Departments, operates a number of academic programs jointly with other faculties and institutions, and offers a significant number of degrees at both the undergraduate and graduate level. It is a faculty that is delivering on its strategic plan, clearly recognizes the importance of students and the student's academic experience, and lives its values of creative and critical thought, innovative research, free discussion, courageous inquiry and social change on a daily basis.

The ideal candidate is a leader with a vision, who values inclusion, governance and has a demonstrated consultative leadership style. He/She will have a Ph.D or equivalent, strong academic qualifications in an appropriate field of research, a good teaching record and must have clearly demonstrated administrative experience. He/She must be an effective communicator who has the ability to bring a diverse faculty together and keep them moving in a common direction. Project 8494.

DIRECTOR, CENTRE FOR CONTINUING EDUCATION

Located in a heritage facility in heart of the city, the Centre for Continuing Education (CCE), University of Regina strives to fulfill the needs of lifelong learners by providing educational opportunities that are innovative, fiscally responsible, and responsive to student needs. Courses and programs are available for adult learners seeking professional and personal development, children and adults pursuing cultural enrichment and development, international learners, learners in credit and non-credit programs, and those pursuing their studies via distance learning.

As the ideal candidate, you will be a visionary leader who is passionate and dedicated to life-long learning at a community level. You will have a strong understanding of business practices, including marketing, branding, and cost-recovery models, and will have educational qualifications commensurate with the position. You will be a superior communicator with the ability to develop and maintain strong relationships with academic units, the community, and businesses at local, national, and international levels. Project 8495.

All responses to The Caldwell Partners are confidential. Please indicate your interest in Project 8494 or 8495 through the "For Candidates" section of www.caldwell.ca, by email to resumes@caldwell.ca or in writing to 850-1095 Pender Street, Vancouver, V6E 2M6. Please visit www.uregina.ca to learn more about the University of Regina. These positions will be open until filled and have a target appointment date of July 2007. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applicants who are members of the special interest groups are encouraged to self-identify in their cover letter or resume.

THE CALDWELL PARTNERS
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Meet the University of Calgary:
Ambitious. Energetic. Innovative.

UNIVERSITY OF CALGARY

Entering an unprecedented era of growth and opportunity.
In short, a great place to work and learn.

Already a key player on the world stage, the University of Calgary - like its host city - is building on its momentum and is brilliantly positioned to be a leading university in the future. Just 40 years old, it has internalized the best enduring values of the university and combined them with a forward-looking drive for innovation, growth and excellence. The UofC is a passionate community of scholars dedicated to high-level teaching and research that we create and share with our students.

Faculty of Environmental Design

Assistant Professors, Architecture – 2 positions (#4757)
Looking to fill two design positions: Digital Design Studio, Digital Design/Fabrication Theory and Materials and Methods, Architectural Design Studio

Assistant Professor, Planning Program (#4798)
Seeking PhD with research and teaching interests in two or more of the following areas: rural/small town planning; tourism planning & economic development; transportation planning; social planning policy; land use planning & the economics of development

Professorship in Dynamic Modeling of Complex Bio-Social Systems and Impact Assessment and Management (#4721)
Seeking applicants with a PhD and a record of publication and research productivity appropriate to rank in the field of dynamic modeling of environmental systems and impact assessment

Faculty of Fine Arts

Department of Drama

Assistant Professor, Screenwriting and Drama (#4719)
Ideal candidate will have a proven track record as a screenwriter, a background in film studies, and experience teaching at the university level

Faculty of Nursing

Professors, Associate Professors, Assistant Professors, Senior Instructors and Instructors, Nurse Practitioner Qualified Faculty (#4386)
Seeking research intensive candidates with established and developing research programs in cardiovascular, family health, health services and professional education research

Faculty of Social Sciences

Department of Anthropology

Sessional Instructor, Social and Cultural Antbropology (#4611)
Seeking candidates with a PhD and research experience in an East Asian or Southeast Asian society beginning September 2007 through April 2008

Department of History

Sessional Instructor, Modern Turkisb History (#4695)
Seeking a two-term sessional instructor beginning September 2007 through April 2008

Faculty of Social Work

Faculty Positions (#4504, #4672)
Seeking candidates to develop, teach, and coordinate MSW program (Clinical Practice specialization) and/or the generalist BSW program in Edmonton and in northern Aboriginal communities

Haskayne School of Business

Assistant/Associate Professor, Accounting (#4483)
Seeking PhD in accounting; expected to take an active role in research and teach graduate and undergraduate courses

Richard F. Haskayne, OC, FCA, Chair in Accounting (#4484)
Seeking a distinguished scholar from academia or industry with an international reputation for research in accounting

Assistant or Associate Professor, Human Resource Management (#4557)
Seeking candidates with primary research expertise in one of the following areas: personnel and human resource management, industrial relations, organizational behavior/theory, or macro/strategic HRM

Assistant/Associate Professor, Operations Management (#4515)
Seeking candidates with a PhD and a specialization in project management

David E. Mitchell/ENCANA Professorship in Management (#4572)
Seeking PhD and distinguished scholar with an international reputation for research in the management of the enterprise

Libraries and Cultural Resources

Archivist (#4800)
Seeking archivist with a Master's degree in Archival Studies or relevant field for the Provincial Archives of Alberta in Edmonton

Schulich School of Engineering

Department of Chemical and Petroleum Engineering

Assistant/Associate Professors – multiple positions (#4203)
Seeking candidates with a PhD in either Chemical or Petroleum Engineering

Department of Civil Engineering

Chair, Transportation Systems Optimization (#4768)
Seeking candidates with a PhD in a relevant field and strong research ability in the area of transportation system optimization

Department of Electrical and Computer Engineering

Instructor, Electrical Engineering (#4671)
Seeking candidates with a doctoral or master degree in Electrical Engineering; particularly interested in applicants with a demonstrated background in linear circuit analysis, frequency response of circuits and analog semiconductor devices, circuits analysis and design

Department of Geomatics Engineering

Assistant Professor, Medical Imaging and Biometrology (#4767)
Applicants must hold a PhD and have demonstrated research excellence in some of the following areas: photogrammetric techniques; 3D precise reconstruction and registration; fusion of biomedical imaging modalities; digital image analysis and feature extraction; and their novel application in biomedical engineering

Department of Mechanical and Manufacturing Engineering

Assistant Professors, Biomechanical Engineering – 2 positions (#4751)
Seeking applicants that hold a PhD in mechanical/manufacturing engineering or a related field to fill two limited term five year positions in the field of Biomechanical Engineering

Applications will begin to be reviewed in February/March 2007.
All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity.

For more details on these and other positions available at the University of Calgary, please visit **www.ucalgary.ca/hr/career**
(Use four digit job code in key word search)

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UofC THIS IS NOW

CAREERS CARRIÈRES

F

■ **FINE ARTS — York University.** The Department of Design within York University's Faculty of Fine Arts is seeking applicants for nine-month contractually limited appointment at the Sessional Assistant Professor level, effective August 15, 2007. See our display ad in this issue's Careers section.

■ **FINE ARTS — Concordia University.** The Faculty of Fine Arts at Concordia University is seeking qualified applicants for limited term appointments effective August 15, 2007 to May 31, 2008. Subject to budgetary approval, positions may be available in the following departments: Art Education, Art History, Cinema, Contemporary Dance, Creative Arts Therapies, Design and Computation Arts, Music, Studio Arts, Theatre. Appointments will be made at the rank of Lecturer or Assistant Professor, depending upon qualifications. Successful candidates will be expected to teach up to 7 courses per annum. For each position, qualifications and application procedures established by the relevant department must be fulfilled. For detailed information on qualifications and application procedures in each department, please refer to our website: www.concordia.ca/about/jobs/faculty/finearts or contact the relevant Department Chair at the following mailing address: Concordia University, Faculty of Fine Arts, 1455 De Maisonneuve W., Montreal, Quebec, H3G 1M8. Positions are available until filled. Applications should be sent as soon as possible, but no later than March 20, 2006. Additional appointments may become available in these and other departments in the Faculty. Please continue to consult our website for further details. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **FOOD SCIENCE — McGill University.** McGill University invites applications for a tenure-track joint position as Assistant/Associate Professor in Food Safety between the Departments of Food Science and Animal Science. The successful candidate should have a PhD in Microbiology, Food Science, Animal Science or related areas, with particular background and interest in investigating the contribution of microorganisms to the safety and quality of food and food products from the farm to the consumer. The candidate is expected to lead a strong research program in the area of Food Safety. The successful candidate is also expected to play an integral role in the advancement of new interdisciplinary food safety initiatives within the Faculty of Agricultural and Environmental Sciences. In addition, the candidate will develop multidisciplinary research and teaching themes on food safety that should cover the detection, identification and control of food-borne pathogens in the production and processing of food and food products from animals. The candidate will teach and develop courses at both the undergraduate and graduate levels. Additional information on the Faculty and McGill University could be obtained through the WEB sites, http://www.mcgill.ca/macdonald or http://www.mcgill.ca. The application, including curriculum vitae, a statement of teaching and research interests as well as the names of three referees willing to provide letters of recommendation, should be submitted to the Selection Committee Chair Dr. Selim Kermasha, Department of Food Science & Agr. Chemistry, Telephone: (514) 398-7922; Fax: (514) 398-8132; Email: selim.kermasha@mcgill.ca. McGill University, 21,111 Lakeshore, Ste-Anne de Bellevue, QC, Canada, H9X 3V9. Closing date for receipt of applications will be March 31st, 2007. All qualified candidates are encouraged to submit their applications; however, Canadian citizens and permanent residents of Canada will be given priority. McGill is committed to equity in employment.

■ **FRANÇAIS — Université Laurentienne.** Sous réserva d'approbation budgétaire. Annonce #48: Nous sollicitons des candidatures pour un poste à durée limitée. La personne retenue enseignera des cours de français langue seconde. Les candidat(e)s doivent faire parvenir une lettre d'accompagnement indiquant le numéro de l'annonce, un curriculum vitae, une liste de publications, un résumé des champs d'intérêts de recherche et trois lettres de recommandations à: Harley d'Entremont, Université Laurentienne, 935 chemin du lac Ramsey, Sudbury, ON, P3E 2C6 ou à sardauen@nickel.laurentian.ca. Plus d'informations sont disponibles à: www.fauerntienne.ca. Les professeurs de l'UL font partie de l'APUL (Association des professeurs de l'Université Laurentienne). Plus de renseignements ainsi que la convention collective sont disponibles à: www.lufapul.ca.

■ **FRENCH — McMaster University.** The Department of French at McMaster University invites applications for a teaching-track appointment beginning July 1, 2007. The appointment will be for a three-year period, renewable for a further three years (subject to an academic assessment). During the second term, the appointee will be eligible to be considered for a permanent teaching appointment based on demonstrated excellence as a teacher and an educator. The successful candidate will have a PhD, native or near native proficiency in French and demonstrated excellence in teaching. He or she will teach multiple sections of an intermediate-level first year course and supervise graduate teaching assistants with tutorial and marking responsibilities. Additional duties include participation in the Department's Language Committee and developing projects in collaboration with the University's Centre for Leadership in Learning, as well as helping with the Department's French Contest for high school students. The starting salary will be $55,015. Applicants should also have a strong interest in pedagogical innovation and a commitment to the development of excellence in teaching and learning. A curriculum vitae, three letters of reference and teaching portfolio (course outlines, teaching evaluations, and other relevant documentation) should be sent to: Dr. Michael Kittler, Chair, Department of French, McMaster University, 1280 Main Street West, TSH 407, Hamilton, Ontario, L8S 4M2. Applications received before April 15, 2007 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

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■ **GEOGRAPHY — McMaster University.** The School of Geography and Earth Sciences (SGES) at McMaster University invites applications for a teaching-track appointment in environmental science/studies beginning July 1, 2007. The appointment will be for a three-year period, renewable for a further three years (subject to an academic assessment). During the second term, the appointee will be eligible to be considered for a permanent teaching appointment based on demonstrated excellence as a teacher and an educator. Teaching professorships are positions created primarily for undergraduate programs within the academic environment, including but not necessarily limited to classroom interaction, creation and/or enhancement of inclusive learning cultures and instructional innovation. With agreement of the School Director, a research component may be added to the successful candidate's portfolio of activities. Candidates are encouraged to visit the following websites for details of Teaching Professorships, for terms and conditions of employment at McMaster and SGES's activities: http://www.mcmaster.ca/univsec/mtgdocs/board/B_MTG_061214.pdf, item 12A; http://www.science.mcmaster.ca/gey/. SGES seeks an inspiring teacher to lead and further develop its introductory environment science/studies programs. The successful candidate will hold a PhD (or be ABD) in an environmental science/studies or earth science discipline. SGES is based in the Faculties of Science and Social Sciences and its environmental programs cater for both sets of students. Candidates must however be knowledgeable of the science-base of environmental issues and problems. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applicants should send a cover letter with a copy of their curriculum vitae, a teaching dossier including a statement of teaching philosophy (max. 5 pp.), evidence of teaching effectiveness and a summary of research interest and activities (max. 2 pp.). Copies of teaching programs and approaches of instruction developed by the candidate may be appended. Please provide contact information for three referees (address, phone number and e-mail). All materials should be sent to the Chair of the search committee by March 31, 2007. Electronic applications will NOT be accepted. Dr. John Eyles, Chair, Search Committee, School of Geography and Earth Sciences, Burke Science Building, room 235, McMaster University, 1280 Main Street West, Hamilton, ON, L8S 4K1. Tel: (905) 525-9140, ext. 23152; Fax: (905) 546-0463; Email: eyles@mcmaster.ca.

H

■ **HEALTH SCIENCES/FIRST NATIONS PROGRAMS — University of Western Ontario.** Applications are invited for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 2007. The successful candidate must hold a PhD and will have teaching responsibilities within the Bachelor of Health Sciences Program in the Faculty of Health Sciences and in the First Nations Studies Program in the Faculty of Social Science. Candidates should have a demonstrated commitment to quality teaching, a strong research record, and University/community service. The selected candidate will have a demonstrated expertise in Aboriginal Health Policy studies, foundations in First Nations Studies, and a focus on Aboriginal cultural and political perspectives. A focus on Indigenous knowledge is desirable and Aboriginal candidates are particularly encouraged to apply. Expertise in other related research areas in the Faculty of Health Sciences or Faculty of Social Science will be considered. The University of Western Ontario (www.uwo.ca) is one of Canada's leading research-intensive universities. It is located in London, Ontario, known as the "Forest City" with a population of 385,000. London is also a major academic health sciences centre. 1) The Bachelor of Health Sciences Program at The University of Western Ontario is a large, undergraduate program that started in 1997. The program is housed in the Faculty of Health Sciences in a new state-of-heart building. 2) First Nations Studies was established in 2003 as an interdisciplinary program that explores the role of First Nations peoples in Canadian society, with special emphasis on the Hodenosaunee (Iroquoian) and Anishnabwe (Ojibwe, Delaware, Potawatomi) traditions of Southwestern Ontario. Additional information on the Bachelor of Health Sciences Program is available at http://www.uwo.ca/fhs/. Additional information on the First Nations Studies Program is available at http://anthropology.uwo.ca/firstnations/. The effective date of appointment is July 1, 2007. Applications, together with an updated curriculum vitae and names of three academic referees, should be sent to: Dr. Don Morrow, Acting Director, Bachelor of Health Sciences Program, Faculty of Health Sciences, Arthur and Sonia Labatt Health Sciences Building, Room 222, The University of Western Ontario, London, Ontario, N6A 5B9; http://www.uwo.ca/fhs/. The deadline for receipt of applications is April 1, 2007. Please quote Number HS 076 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HEALTH STUDIES & GERONTOLOGY — University of Waterloo.** In support of the Master of Public Health (MPH) program at the University of Waterloo, the Department of Health Studies and Gerontology invites applications for a faculty position (tenured or tenure-track) in Epidemiology, specializing in areas of teaching and research relevant to community health, public health, and population health promotion. Candidates should have an orientation toward assessment of population-wide health problems, focusing on prevention of major chronic diseases and/or re-emerging infectious diseases, including the effective communication of study findings to inform policy and practice within government agendas, health organizations, health stakeholder groups, and the general public. Located in the Department of Health Studies and Gerontology, the successful applicant will be expected to conduct an independent program of research relevant to public health, while permanently affiliated with the course teaching and practicum mentorship components of the MPH program. Additional duties may include undergraduate and graduate teaching, including the thesis supervision of MSc and PhD students. The University of Waterloo has recently initiated a significant expansion in teaching and research within the area of public health. At the graduate level, the new Master of Public Health (MPH) program has been instituted within the Faculty of Applied Health Sciences to complement our existing research-oriented MSc and PhD programs. Having received formal approval from the Province of Ontario, the MPH program is currently offering courses to its initial class of 50 students, starting in August 2006. Anticipated program growth should result in a total enrollment of 100–150 MPH students by the end of the subsequent decade. Although an appointment at the Assistant/Associate Professor level is anticipated, applicants at the Full Professor level with exceptional records will be given serious consideration. Applicants must have a proven ability for health research in one or more areas that complement those represented among the epidemiologists participating in the MPH program. Experience in research within the public health system is an asset. Excellent teaching and communication skills are also essential. The earliest effective date is expected to be July 1, 2007 but later appointments are also possible. The closing date for applications is March 15, 2007. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Dr. Christina Mills, M.D., MPH Program Leader, Dept. of Health Studies and Gerontology, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **HEALTH STUDIES & GERONTOLOGY — University of Waterloo.** The Department of Health Studies and Gerontology, within the Faculty of Applied Health Sciences at the University of Waterloo, invites applications for the position of Assistant or Associate Professor (tenured or tenure-track) in Gerontology. The applicant should have a demonstrated record of independent research on the psychosocial aspects of aging, health and well-being in later life, or health intervention research in elderly populations. Preference is for researchers undertaking applied health research – in areas such as long term care, community care services, health policy, program evaluation, or health informatics. Collaborative teamwork with other faculty involved in research on health and aging at the University is expected. The Faculty of Applied Health Sciences has recently launched a new collaborative PhD in Aging, Health and Well-being. The program is a joint initiative of the departments of Health Studies and Gerontology, Kinesiology, and Recreation and Leisure Studies. The Faculty is home to a number of innovative research centres on aging, including the RBJ Schlegel-UW Research Institute for Aging, the Murray Alzheimer Research and Education Program, and the Ideas for Health research group. The Department of Health Studies and Gerontology has also initiated a significant expansion in teaching and research in public health to complement our existing research-oriented MSc and PhD programs. The department wishes to appoint a faculty member to a position that involves teaching one or more gerontology courses within the collaborative PhD in Aging, Health and Well-being. In addition, the position will involve the teaching of other undergraduate or graduate courses related to aging, and supervision of thesis-based MSc and PhD students. The position also requires the successful development or continuation of an independent research program in aging and health. Excellent teaching and communication skills are essential. The effective date of appointment is expected to be July 1, 2007, although a later appointment date will be considered if requested. The closing date for applications is March 15, 2007. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor Stephen McColl, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **HISTORY — University of Guelph.** Post-doctoral Scholar in the History of Women, Gender and Ulster-Presbyterian Identity: The Institute of Ulster-Scots Studies at the University of Ulster and the Department of History, College of Arts, University of Guelph are co-sponsoring this post. The successful candidate will be expected to contribute to research into the key themes of Women, Gender and Ulster-Presbyterian Identity, and to teach courses in the Department of History. The Post-Doctoral Scholar will play a key role in the Ulster-Scots international Research Network, and will also be eligible for affiliation with the Celtic Studies Programme at the University of Toronto. The annual stipend for this position is [CDN $40,000] that includes a research allowance. An appointment will be made for one year in the first instance, with the possibility of renewal for a second year. Successful completion of a PhD is a requirement for this position, as is evidence of scholarly attainment in the form of publications. Please submit a letter outlining qualifications, a c.v. and a research programme, as well as two letters of refer-

FAIRLEIGH DICKINSON UNIVERSITY
VANCOUVER
BRITISH COLUMBIA, CANADA

PROGRAM DIRECTORS

As a leading innovator in global education, Fairleigh Dickinson University is committed to providing unique learning opportunities to students worldwide. As part of its mission, the University is establishing a new campus in Vancouver, British Columbia, offering undergraduate degree programs beginning in Fall 2007.

The University is searching for qualified candidates to fill the following full-time faculty positions at its new campus in Vancouver.

Program Director/Professor or Associate Professor in Business Administration (tenure-track, July 2007). – This position carries primary responsibility for administrative oversight of the Bachelor of Science program in Business Management at the University's new campus, and includes teaching and supervision of students enrolled in this program. Qualifications include an earned doctorate in business administration or a related field, successful administrative and teaching experience in a similar or related position, a record of scholarship commensurate with appointment to a faculty rank of full or associate professor, and appropriate professional experience. This position reports to the Campus Dean and to the Dean of FDU's Silberman College of Business which is accredited by AACSB International.

Program Director/Professor or Associate Professor in Information Technology (tenure-track, July 2007). – This position carries primary responsibility for administrative oversight of the Bachelor of Science program in Information Technology (IT) at the University's new campus, and includes teaching and supervision of students enrolled in this program. Qualifications include an earned doctorate (Ph.D.) in an IT-related field (electrical engineering, computer engineering, computer science or management information systems), successful administrative and teaching experience in a similar or related position, a record of scholarship commensurate with appointment to a faculty rank of full or associate professor, and appropriate industrial experience. This position reports to the Campus Dean and to the Director of The Gildart Haase School of Computer Sciences and Engineering.

Employment is contingent upon a satisfactory background check. Candidates for hire will be required to sign a waiver authorizing a background check.

Interested candidates may apply for this position through the University's Web site at www.fdu.edu. Screening of applications will begin immediately and continue until both positions are filled.

Fairleigh Dickinson offers competitive salary and benefits packages, and is an Equal Opportunity Employer committed to a diverse workforce.

About Fairleigh Dickinson University

Founded in 1942, Fairleigh Dickinson University is the largest private university in the state of New Jersey, and it is one of New Jersey's leading independent institutions of higher education. The University serves more than 12,000 students at its two U.S. campuses — the Metropolitan Campus in Teaneck, New Jersey, and the College at Florham in Madison, New Jersey. The University offers more than 100 bachelor's, master's and doctoral programs.

In addition to its U.S. locations, the University owns and operates Wroxton College in Oxfordshire, England. Students usually study for a semester or the summer at Wroxton which features high quality academic programs and the opportunity to travel and experience new cultures.

On May 8, 2006, Fairleigh Dickinson University received approval from the British Columbia Ministry of Advanced Education to operate as a university and offer degree programs in business management and information technology in British Columbia.

You & Your CAUT Bulletin...

Do any of these statements describe you?

- ❑ I'm missing an issue.
- ❑ I stole this copy from a buddy.
- ❑ I want my own subscription.

YOU NEED TO CONTACT
Constance Hewitt QUICK!
Tel: 613-820-2270
Fax: 613-820-7244
Email: hewitt@caut.ca

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS
Term Positions
In the Department of Political Science, joint appointment with Campion College

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/recruitment**

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

CAREERS CARRIÈRES

ence by 30 April 2007 to: Dr. Kevin J. James, Post-doctoral Scholar Selection Committee, Department of History, University of Guelph, Guelph, ON, N1G 2W1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **HISTORY — University of Prince Edward Island.** The Department of History invites applications for a 10-month term replacement position in American History, with a possibility of renewal for one additional year. The appointment will be at the assistant professor rank and commence on July 1, 2007. PhD required and successful teaching experience preferred. Candidates will have the ability to teach courses in nineteenth and twentieth century U.S. history. Applicants should mail or fax a teaching dossier, graduate transcripts, curriculum vitae, and names of three referees, to Ian Dowbiggin, Chair, Department of History, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, C1A 4P3. Fax: (902) 628-4323; e-mail: idowbiggin@upei.ca. The university web site (www.upei.ca) offers an excellent introduction to the university and the province. The final date for the receipt of application is March 30, 2007. UPEI is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens or permanent residents.

■ **HISTORY — University of New Brunswick.** Subject to budgetary approval, the History Department at the University of New Brunswick in Fredericton seeks to fill an eight-month sessional appointment in the history of Colonial Americas. Taking advantage of the recent explosion of scholarly interest in eighteenth-century studies, this candidate will help place the Maritime region at the heart of geopolitical and cultural developments in the Atlantic World. The ideal candidate will combine a broad expertise in cultural conflict and exchange in the 17th and 18th century Americas with an interest in the Loyalist diaspora of the revolutionary era. This scholar will join a strong team of Atlantic Canadian historians, and have the advantage of a world class primary resource for this field in the Loyalist Collection at UNB, over 100 separate record collections, 3400 microfilm reels, and 700 microfiche covering the history of Colonial North America. Applicants should have a completed PhD. A letter of application, curriculum vitae, supporting documents and three confidential letters of reference should be sent to Dr. Marc Milner, Chair, Department of History, University of New Brunswick, P.O. Box 44000, Fredericton, N.B., E3B 5A3. Further details about the position may be obtained by e-mailing milner@unb.ca. The Deadline for receipt of applications is: 1 May, 2007. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **HISTORY — Laurentian University.** Subject to budgetary approval. Ad #49: The Department of History invites applications for a one-year limited-term appointment in Canadian History at the Assistant Professor level. The successful candidate must have a completed PhD. An ability to teach an introductory world history course, Ontario history or women's history would be considered an asset. Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, and three letters of reference addressed to: Hailey d'Entremont, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON, P3E 2C6 or by e-mail to asr@laurentian.ca. Information can be found at www.laurentian.ca. LU faculty are part of LUFA (the Laurentian University Faculty Association). Information and the Collective Agreement can be found at www.lufapul.ca

■ **HUMAN KINETICS — Laurentian University.** Subject to budgetary approval. Ad #50: The School of Human Kinetics invites applications for two ten-month limited term appointments. Responsible for teaching/supervising the following courses, Exercise Science, Wellness and Health, Adapted Physical Education + lab, Health Promotion Internship, Assistance with the coordination of the Health Promotion program, Risk Management in Sport & Physical Education, Senior Seminar, Sport and Physical Education Internship, Assistance with the coordination of the Sport and Physical Education, Independent Study. Ideally, candidate would have a PhD. If not, candidate must have a Master's degree or a Bachelor's degree (related field) with strong level of experience. Candidate must have teaching experience. Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, and three letters of reference addressed to: Hailey d'Entremont, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON, P3E 2C6 or by e-mail to asr@laurentian.ca. Information can be found at www.laurentian.ca. LU faculty are part of LUFA (the Laurentian University Faculty Association), information and the Collective Agreement can be found at www.lufapul.ca.

■ **HUMANITIES — Laurentian University.** Subject to Budgetary Approval. Ad #51: One English-language tenure track position in Inter-disciplinary humanities. The successful candidate will have a PhD in one of the humanities departments: English, Philosophy, Modern Languages or Music, and scholarly interests in at least one other department. The combination English-Philosophy is preferred, but other combinations are possible. The successful candidate will have an active research program, and will be prepared to teach undergraduate courses in two departments, as well as PhD courses in the Human Studies program and MA courses in the Interdisciplinary Humanities program. Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, and three letters of reference addressed to: Hailey d'Entremont, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON, P3E 2C6 or by e-mail to asr@laurentian.ca. Information can be found at www.laurentian.ca. LU faculty are part of LUFA (the Laurentian University Faculty Association), information and the Collective Agreement can be found at www.lufapul.ca.

■ **HUMANITIES — University of King's College.** The University of King's College invites applications for the position of Teaching Fellow in the Foundation Year Programme (a one-year contract beginning 1 July 2007, with two possible renewals subject to review and budgetary approval). Duties include teaching and marking responsibilities in an interdisciplinary programme for first-year students which considers Western thought and culture (including literature, history, philosophy, religion

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York's Faculty of Fine Arts ranks among the leading centres for fine arts education in North America. One of Canada's largest and most comprehensive professional training and research institutions for fine arts and design, the Faculty comprises some 2,800 students and 165 faculty working in all areas of fine arts practice and scholarship. The Faculty includes the departments of Dance, Design, Film, Music, Theatre, and Visual Arts, and a program in Fine Arts Cultural Studies. Further information about the Faculty can be found at www.finearts.yorku.ca

Faculty of Fine Arts

CONTRACTUALLY LIMITED APPOINTMENT

DEPARTMENT OF DESIGN

The Department of Design provides leadership and excellence in design education and design research in Canada. The York/Sheridan Joint Program in Design was the first program in Ontario to offer the Bachelor of Design Honours Degree (B.Des.Hons.). The York Master of Design (M.Des.) program is the first master's degree program in Design in Ontario. The B.Des.Hons. curriculum focuses upon all aspects of design studies, visual communication design, information design and interactive multimedia. The M.Des. focuses on contemporary research in support of excellence in design.

INTERACTIVITY DESIGN

The Department invites applications for a nine-month contractually limited appointment in Interactivity Design, at the Sessional Assistant Professor level, with teaching and administrative responsibilities, effective August 15, 2007, subject to budgetary approval. This position demands extensive creative direction experience in interactivity design. Teaching responsibilities will require the ability to teach undergraduate practicum courses in a number of the following areas: Interactivity Design, Design and Information Architecture, Design and Systems, and Motion Graphics. Applicants are expected to have a completed master's degree or a bachelor degree with a significant record of creative achievement.

Salary will be commensurate with the qualifications and experience of the successful candidate. Full position details can be viewed by clicking on *Academic Positions* at www.yorku.ca/acadjobs. Applicants should submit a letter of application stating their interests and experience in the areas of interactivity design, examples of creative work (6 to 10 projects) online and on CD/DVD, statement of creative and teaching interest, examples of students' work (if available), a curriculum vitae, and three letters of references, by **April 6, 2007,** to: **Design Search Committee, Attn: Barb Batke, Administrative Assistant, Department of Design, 4008 TEL Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J1P3. Tel: 416.736.2100, ext. 77434. Fax: 416.736.5450. E-mail: bbatke@yorku.ca. Website: www.design.yorku.ca**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

YORK UNIVERSITÉ UNIVERSITY

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Associate Professor, Composition and Rhetoric

The Department of English and Film Studies at the University of Alberta invites applications from outstanding candidates for a senior faculty position (Associate Professor with tenure) in the field of Composition and Rhetoric, specializing in writing pedagogy and in writing centre research, theory, and practice. Intensive experience or training in teaching writing to students for whom English is an additional language (EAL) would be an asset. Commencing July 1, 2007 the successful applicant will be expected to teach at all levels of the curriculum, from first-year to graduate level courses, but on a reduced teaching load, in order to play a significant role in the development of writing studies at the university and a proposed new university-wide writing centre; duties will also include training and supervising peer tutors.

Applicants should have an excellent record of research, publication, and teaching. A PhD is required. Salary is commensurate with experience and rank. Candidates should send a letter of application, a complete curriculum vitae (with full contact information, including phone numbers and e-mail address), a writing sample (20-page maximum), the names and contact information of at least three referees, and a teaching dossier, including evaluations of teaching performance. Applications received by March 31, 2007, will be guaranteed consideration. All application materials should be sent directly to:

Garrett PJ Epp, Chair
Department of English and Film Studies
3-5 Humanities Centre
University of Alberta
Edmonton, Alberta, Canada T6G 2E5

For further information about the position, or the Department, please contact the Chair by email at garrett.epp@ualberta.ca.

With more than 35,500 students and 12,000 staff, the University of Alberta (www.ualberta.ca) grants almost 7,500 degrees annually to graduates of 200 undergraduate and 170 graduate programs. A research-intensive, medical-doctoral, multi-campus institution, the University of Alberta offers a full range of academic and professional programs and has designated 26 areas of established and emerging research excellence. The Faculty of Arts (www.arts.ualberta.ca) is its largest Faculty with 340 faculty members in 14 departments in Fine Arts, Humanities, and Social Sciences in addition to the Women's Studies Program and the Office of Interdisciplinary Studies. The Faculty of Arts has approximately 6000 undergraduate and 900 graduate students. The Faculty provides a variety of opportunities for research funding, including the newly established $1.5 million Killam Research Fund which supports research, scholarship, and creative activities in the humanities, social sciences, and fine arts. The Faculty has recently helped establish interdisciplinary units such as the China Institute and the Prince Takamado Japan Centre for Teaching and Research. The Department of English and Film Studies itself (www.humanities.ualberta.ca/english) is a large, vibrant, and collegial unit with a superlative record for teaching, research, and service.

Greater Edmonton (www.edmonton.ca), with nearly one million residents in the city and surrounding communities, offers a beautiful, park-like setting on a spectacular river valley, and a relatively low cost of living. The city is the capital of Alberta, with the lowest provincial tax regime in the country, and has led the nation in economic growth in the past five years. Edmonton is known as Canada's Festival City, with more than thirty major annual festivals celebrating its rich cultural diversity and community spirit. It has all the attractions of a big city, yet it is clean, safe, and livable, with excellent schools and health care.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Tenure Track Positions

Department of Electrical and Computer Engineering

The Department of Electrical and Computer Engineering (ECE) at Concordia University invites applications for two tenure-track positions at the level of Assistant, Associate or Full Professor with research and teaching expertise in one or more of the following areas: (a) Microdevices and Fabrication including nanotechnology; and (b) VLSI design and implementation with emphasis on high-performance and low-power applications or RFIC design including CMOS/BiCMOS, RF power amplifiers, RF active filters and broadband transceivers.

The Department of ECE has 38 faculty specialized in areas of Telecommunications, Digital Signal Processing, Control Systems, VLSI/Microelectronics, Real-time Systems including Computer and Hardware, Electromagnetics/Microwave Engineering, Microdevices and Fabrication, and Power Electronics. Faculty members have established a Canadian and international reputation as experts in their respective fields and are spearheading R&D initiatives through their Research Centers of Excellence. At the graduate level, M.Eng., M.A.Sc., and Ph.D. programs are offered. Currently, there are approximately 900 undergraduate and 750 graduate students enrolled in the Department.

The ECE Department is located in the new state-of-the-art engineering building in downtown Montreal. The city of Montreal has a population close to three million and is one of the oldest cities in North America. Many ethno-cultural communities live side by side and help maintain a vibrant and cosmopolitan environment. Concerts, films, plays, art shows, and athletic events are plentiful. There is also a 1000-acre mountain in the heart of the city, along with parks, jogging and bike paths. The city and its suburbs offer a wide choice of affordable housing. Within the city there are four major universities and several hundred information technology and engineering firms.

The applicant should have a Ph.D. degree in either Electrical/Computer Engineering or in a closely related area. The candidate will be required to obtain a professional engineering license from a Canadian province within a reasonable period of time after joining the Department. Knowledge of French would be an asset.

Concordia University is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications should include a detailed curriculum vitae with a statement concerning teaching and research interests and names of at least three referees which must be sent to:

Dr. Christopher W. Trueman, Chair
Department of Electrical and Computer Engineering
Concordia University
1455 De Maisonneuve Blvd., West, Room S-EV005.139
Montreal, Quebec H3G 1M8 Canada
Phone: 514-848-2424 ext. 3142
Fax: 514-848-280
E-mail: kim@ece.concordia.ca

www.concordia.ca

UNIVERSITÉ Concordia UNIVERSITY

CAREERS CARRIÈRES

and art) from ancient Greece to the present; approximately four to eight hours a week at classes plus eight hours attendance at lectures. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. The position is subject to enrollment and budgetary approval. Salary: approximately $33,107 to $37,600 (2006–2007). Applications, including a curriculum vitae, three letters of reference and teaching evaluations, should be sent to Dr. Angus Johnston, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia, B3H 2A1. Complete applications, in hardcopy format, along with letters of reference, should be received by Friday, 23 March 2007. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of King's College is committed to equity of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are strongly encouraged to apply.

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■ **KINESIOLOGY — University of Waterloo.** Applications are being accepted for the position of Assistant or Associate Professor in Clinical Exercise or Physiology, in the Department of Kinesiology at the University of Waterloo. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will have the opportunity to work with multidisciplinary teams engaged in research on health promotion and the prevention of illness or injury. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the recently established RBJ Schlegel-UW Research Institute for Aging. We welcome applicants from all physiology-related fields with interest in clinical exercise physiology and chronic disease. The Department of Kinesiology is an interdisciplinary department with a broad range of expertise to support its mission to optimize health, to prevent injury and illness, and to extend the years of high quality life through understanding cellular to societal implications of physical activity, nutrition, and optimal lifestyle. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at www.ahs.uwaterloo.ca/kny/. Applicants should send a covering letter, including a one page overview of their anticipated 5 year research plan, three names at references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; or by Fax: 519-746-6776; or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is March 15, 2007 or until filled. The expected start date for the appointment is August 1, 2007. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **KINESIOLOGY — University of Western Ontario.** Applications are invited for an externally funded position of Director, Primary Care Sport Medicine in the Fowler Kennedy Sport Medicine Clinic, with academic status in the School of Kinesiology in the Faculty of Health Sciences. The Director will be part of the leadership team in the Fowler Kennedy Sport Medicine Clinic and coordinate the activities of the primary care sport medicine unit. Duties will include clinical care, recruitment, scheduling, training residents and fellows as well as assisting with UWO Mustangs teams. The person will also be involved in teaching and research within the School of Kinesiology. The successful applicant must have significant administrative experience, interest in research and exemplary leadership skills. The successful applicant will also be granted privileges at London Health Sciences Centre www.lhsc.on.ca. The Fowler Kennedy Sport Medicine Clinic is a world renowned multidisciplinary, multi-centred clinic operated by London Health Sciences Centre, one of the largest teaching hospitals in Canada. The Clinic was established in 1974 and enjoys a rich history of exemplary patient care, leading edge research and teaching. Orthopaedic surgeons, primary care sport medicine physicians, physiotherapists and associated clinical services including radiology, pedorthics, massage therapy etc. provide care for patients with musculoskeletal problems from London and surrounding areas, with approximately 90,000 visits annually. Further information is available at www.fowlerkennedy.com. Established in 1948, the School of Kinesiology is one of the most distinguished Schools in its field in North America, with approximately 1,200 undergraduate and 75 graduate students, 40 faculty members and 38 staff members. At the undergraduate level, the School offers both a 4-year Honors Bachelor of Arts degree and a 4-year Honors Bachelor of Science, as well as a 3-year General degree. Graduate-level study is offered at both the Doctoral (PhD) and Masters (MA, MSc) levels. The School of Kinesiology is also the administrative home for Sport and Recreation Services. Further information is available at www.uwo.ca/ths. The effective date of the appointment is July 1, 2007. Nominations and applications (including curriculum vitae, names of three referees which will be regarded as confidential until interview candidates have been determined) for both internal and external candidates, should be submitted to: Dr. Earl Noble, Director, School of Kinesiology, Faculty of Health Sciences, Room 2230, 3M Centre, The University of Western Ontario, London, Ontario, N6A 3K7. The deadline for receipt of applications is March 22, 2007. Please quote Number HS 075 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

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■ **LANGUAGES — SANSKRIT INSTRUCTOR AVAILABLE** — Introductory, intermediate, advanced Sanskrit instruction, oral and/or written format. Contact Stephen Cadsden. E-mail: info@vimukti.ca. Telephone: 905-713-0707.

■ **LAW — University of Windsor.** The Faculty of Law at the University of Windsor invites applications for a 24-month limited-term lecturer position in Legal Writing and Research Program commencing commencing July 1, 2007 to June 30, 2009. Salary scale starting at $50,000 plus benefits. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Professor Brian Mazer, Acting Dean, Faculty of Law, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4. Tel: (519) 253-3000, Ext. 2930; Fax: (519) 973-7064; Email: mazer@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

■ **LAW & JUSTICE — Laurentian University.** Subject to budgetary approval. Ad #52: The Law and Justice Department invites applications for a two-year limited term faculty position. The successful applicant will teach a variety of undergraduate law courses from an interdisciplinary perspective. Minimum qualifications are a BA, an LLB and a Master's degree in a relevant discipline. A PhD is highly desirable. The candidate will be teaching in English. Rank is dependant on qualifications. Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, and three letters of reference addressed to: Harley d'Entremont, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON, P3E 2C6 or by e-mail to ard@laurentian.ca. Information can be found at www.laurentien.ca. LU faculty are part of LUFA (the Laurentian University Faculty Association), information and the Collective Agreement can be found at www.lufapul.ca.

■ **LIBRARIAN (E-LEARNING) — York University.** York University Libraries invite applications for the position of E-Learning Librarian, a tenure-stream appointment. Details are available at: www.yorku.ca/acadjobs, York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **LIBRARIAN (LAW) — University of New Brunswick.** The Faculty of Law invites applications from outstanding candidates for the position of Head Law Librarian of the Gérard V. La Forest Law Library. This tenure-track position is expected to be filled at the rank of Librarian IV. The administrative aspect of the appointment is for a five-year term and is subject to renewal. The appointment takes effect on July 1, 2007. UNB-Fredericton is located in New Brunswick's beautiful capital city. It is a comprehensive university offering a variety of degree programs, many of which now have a law-related component. UNB's Faculty of Law has been ranked consistently as one of the country's very best undergraduate law (LLB) programs. The Gérard V. La Forest Law Library serves the legal information needs of law students, faculty and staff as well as the rapidly increasing law-related requirements of the larger UNB community and adjacent St. Thomas University. The law library is integrated fully into the daily life of the law school and is a highly respected partner, collaborator and innovator in the educational experience of our law students and in the teaching and research roles of our law faculty. It is the largest law library in New Brunswick and serves the legal profession and the public as well as the university community. Reporting to the Dean of Law, the Head Law Librarian is responsible for all facets of law library management. Representative responsibilities include but are not limited to: planning, development, and delivery of high quality library services and complementary print and electronic collections; continued development of technologically rich library facilities and the selection and implementation of technology upgrades; budget preparation and rationalization within an ever-changing institutional funding environment; strategic and productive collaboration with teaching faculty, university administration, and the other campus libraries with respect to faculty-wide and campus-wide initiatives; applying emerging trends in academic law librarianship to the challenges of the collaborative university environment; supervision of two professional librarians and six FTE support staff, including information technology staff; consulting on complex legal research inquiries and serving as back-up to staff for reference service as required; collaborative decision-making with the technical services librarian with respect to the efficient operation of the technical services unit; service on appropriate faculty, campus, and library-related committees; and contributing actively to law librarianship through professional affiliations, publishing, and collegial networking. Qualifications include a MLS/MLIS degree from an ALA accredited institution plus several years of relevant experience in a law library. The successful candidate will be an energetic team player with a collaborative, service-oriented, "users-first" approach to academic law librarianship. The ideal candidate will demonstrate: strategic planning capabilities within a university-based law school environment; experience in law library collection development and rationalization that supports growth and enhancement of both traditional and electronic collections in response to the evolving needs of faculty teaching and research; superior knowledge of printed and electronic legal materials and legal research methods; budgeting and financial portfolio accountability; experience with planning, acquiring, and managing various types of emerging technologies appropriate for use in a law library; facilities planning and management skills; ability to meet deadlines; ability to hire and manage professional and support personnel; a thorough understanding of legal cataloguing and classification, including the ability to supervise employees using the KF Modified library classification scheme; experience in administration and decision-making with respect to the implementation and management of SIRSI UNICORN or a similar sophisticated integrated library system (ILS); multi-tasking capabilities and excellent organizational skills; and effective written and oral communication skills in English. Librarians are members of the Association of University of New Brunswick Teachers collective bargaining unit. Step in grade upon appointment will be subject to experience and qualifications. An attractive package of benefits, including pension, health insurance and tuition benefit for self and dependants, is available. Applications will be assessed beginning February 19, 2007, although later applications may be considered. A full application consists of a curriculum vitae, a brief statement of relevant professional experience and interests, and names, postal and e-mail addresses and telephone numbers of at least three referees sent to: Philip Bryden, Dean, Faculty of Law, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3. Telephone: (506) 453-4627; Fax: (506) 453-4606; E-mail: bryden@unb.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. Position is subject to budgetary approval. The University of New Brunswick is committed to the principle of employment equity.

■ **LINGUISTICS — Simon Fraser University.** Applications are being accepted for an open-rank tenure-track position in Linguistics commencing September 1, 2007. The successful applicant will assume the position of Director of the Language Training Insti-

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Tenure Track Positions, Department of Human Ecology

Assistant or Associate or Full Professor in Functional Apparel Design

The Department of Human Ecology invites applications for a tenure track position in functional apparel design, effective July 1, 2007, or as soon as possible thereafter. Hiring will be at the rank of Assistant or Associate or Full Professor, commensurate with qualifications and experience. The preferred candidate will contribute to research and teaching related to the sizing, fit, and function of apparel with particular emphasis on protective clothing and high performance textiles. Responsibilities will include teaching undergraduate and graduate courses in apparel design and computer-aided apparel design with a focus on functional clothing. The successful candidate will be expected to actively develop and maintain a research program.

Applicants must have a doctorate in textiles and apparel or related field and demonstrated experience in university teaching. For higher academic ranks, a record of distinction in research, funding and teaching is also required.

The Department offers undergraduate and graduate degrees in textiles and clothing and is recognized for its Clothing and Textiles Collection which includes nearly 17, 000 artifacts that span 250 years of dress for women, men, and children, and textiles from around the world. Studios are well-equipped for computer-aided design. The department is also home to the innovative Protective Clothing and Equipment Research Facility, established for the development of devices and test protocols used in the evaluation of materials, clothing and protective equipment.

Assistant or Associate or Full Professor in Textile Science

The Department of Human Ecology invites applications for a tenure track position in Textile Science, effective July 1, 2007, or as soon as possible thereafter. Hiring will be at the rank of Assistant or Associate or Full Professor, commensurate with qualifications and experience. Applicants are sought to contribute to the department's innovative research program in high performance textiles which focuses on the design and evaluation of protective clothing/equipment systems within a human ecological framework. Clothing systems are studied in interaction with the wearer and the environment, including physical, physiological and socio-psychological interactions. The Department is recognized for its Protective Clothing and Equipment Research Facility with state- of- the- art testing devices including an enhanced flash fire/instrumented mannequin facility.

The Department offers undergraduate and graduate degrees in textiles and clothing. The preferred candidate will teach undergraduate and graduate courses in textiles for apparel use and fibre science and be expected to contribute to the development of undergraduate and graduate curricula. It is expected that the successful candidate will actively develop and maintain a program of research and scholarship, characterized by an ability to work collaboratively with researchers in other relevant University departments.

Applicants must have a doctorate in textile science or a related field and evidence of scholarship in university teaching. For higher academic ranks, a record of distinction in research, funding and teaching is also required.

Assistant or Associate Professor in Family Science

The Department of Human Ecology invites applications for a tenure track position in Family Science, effective July 1, 2007 or as soon as possible thereafter. Hiring will be at the rank of Assistant or Associate Professor, commensurate with qualifications and experience. Research expertise in families with special needs and with strength in family theory is sought. The intent of this position is to complement and expand current research programs in the department which examine family well being with particular emphasis on parental attachment, youth at risk and family poverty. The successful applicant will be responsible for teaching undergraduate and graduate courses in the areas of family theory, family dynamics and/or special needs families.

Undergraduate students in Human Ecology complete a four-year program leading to a Bachelor of Science degree with a major in Family Ecology. Graduate students enroll in Family Ecology and Practice leading to MSc or PhD degrees. It is expected that the successful candidate will pursue a research program with the ability to implement interdisciplinary initiatives.

The Department offers facilities for conducting focus groups, in-depth interviews, and observational research. Other campus resources of interest to researchers include the Population Research Laboratory which provides a range of survey research services to clients; the International Institute for Qualitative Methodology, designed to facilitate the development of qualitative research methods across a wide variety of academic disciplines; and, the Research Data Centre which provides researchers with access to confidential longitudinal data collected by Statistics Canada. The preferred candidate will have a doctorate in family social sciences or a related field and demonstrated experience in university teaching.

For more information please see our website at: http://www.hecol.ualberta.ca/.

To apply for the above position(s) please submit (electronic submission strongly preferred) a cover letter that addresses the requirements of the position and your scholarship focus, curriculum vitae, teaching dossier, sample publication, and the names and contact information for three references to:

Dr. Janet Fast, Chair
Department of Human Ecology
Room 302
University of Alberta
Edmonton, Alberta, Canada T6G2N1
E-mail: janet.fast@ualberta.ca
Phone: (780) 492-5768

Applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Assistant or Associate Professor in Neurobiology

We invite applications for a tenure-track position at the Assistant or Associate Professor level in research areas related to comparative neurophysiology, neuropathogenesis or molecular neurobiology. The successful candidate will be expected to interact with a strong comparative physiology group that has expertise in developmental, molecular and evolutionary neurophysiology, and cellular neuroendocrinology. Strong collaborative interactions are also available with the Centre for Neurosciences and the Centre for Prions and Protein Folding Diseases. The candidate should have a strong record of research and demonstrated potential for excellence in teaching. The University of Alberta offers a competitive salary commensurate with experience and an excellent benefits plan.

The Department of Biological Sciences (http://www.biology.ualberta.ca/), with 72 faculty members and 275 graduate students, offers an exciting environment for collaborative research. Exceptional infrastructure includes molecular biology and microscopy/imaging services, animal care and aquatic facilities and access to Bamfield Marine Sciences Centre.

Candidates should submit a curriculum vitae, a one-page summary of research plans, a statement of teaching interests and reprints of their three most significant publications preferably electronically to positions@biology.ualberta.ca or to:

Dr. L. S. Frost, Chair
Department of Biological Sciences
CW 405 Biological Sciences Building, University of Alberta
Edmonton, Alberta, Canada T6G 2E9

Applicants must also arrange for three letters of reference to be sent to the Chair. Closing dale for this position is April 1, 2007. The effective date of employment will be January 1, 2008.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

tute, a unit within the Department of Linguistics. Teaching duties may be assigned in both Linguistics and the Language Training Institute. This position is subject to approval by the University Board of Governors and final budgetary authorization. Candidates should hold a PhD in Linguistics or a related discipline and have experience in teaching one of the languages currently offered in the Language Training Insutuio: Chinese, German, Japanese or Spanish. In addition, candidates must have demonstrated administrative experience and aptitude, and should be prepared to represent the Language Training Institute in the University at large. Candidates should have a research specialization in some aspect of language pedagogy. An interest in technological innovation in language teaching would be desirable. Further details about the Department of Linguistics and the Language Training Institute can be found at http://www.sfu.ca/linguistics and http://www.sfu.ca/lti/. The Search Committee will begin reviewing applications on February 1, 2007, and will continue to consider them until the position is filled. Interested persons are invited to send a letter of application, curriculum vitae, the names of at least three referees, sample publications and teaching dossier to: Dr. Zita McRobbie-Chair, Department of Linguistics, Simon Fraser University, 8888 University Dr., Burnaby, B.C., Canada, V5A 1S6. Phone: (604) 291-3554; Fax: (604) 291-5659; E-mail: mcrobbie@sfu.ca. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

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■ **MARKETING — York University.** York University's Schulich School of Business is seeking applicants for a Senior Assistant/Associate-Level tenure-stream position in Consumer Behaviour, effective July 1, 2007. See our display ad in this issue's Careers section.

■ **MUSIC — Laurentian University.** Subject to budgetary approval. Ad #53: The Music Department invites applications for a one year limited term appointment with possibility of renewal. Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, and three letters of reference addressed to: Harley d'Entremont, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON, P3E 2C6 or by e-mail to esr@laurentian.ca. information can be found at www.laurentian.ca. LU faculty are part of LUFA (the Laurentian University Faculty Association). Information and the Collective Agreement can be found at www.lufapul.ca.

■ **MUSIC — University of Prince Edward Island.** The Department of Music at the University of Prince Edward Island is seeking a dynamic, music educator to provide leadership in its music education programme. The programme is central to the department and the successful candidate will work with Island school teachers to advance music education provincially. Accordingly, applications are invited for a tenure track appointment, commencing July 1, 2007. Salary and rank are dependent on qualifications and experience. This position is subject to budgetary aporoval. Teaching duties in UPEI's undergraduate music program will include the instruction of courses in Elementary Music Education, Philosophies of Music Education, Teaching Internship, and Aural Skills. Additional teaching duties based on the strengths of the successful candidate will be assigned. Secondary strength(s) in at least one of the following areas would be an asset: music theory, composition, music history, and choral conducting. Qualifications: Doctorate or ABD preferred and teaching experience at the public school level. If ABD please state the expected date of completion of all PhD requirements. Send letter of application, Curriculum Vitae, a one page Statement of Teaching Philosophy, and three current letters of reference to: Dr. Gregory B. Irvine, Chair, Department of Music, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, C1A 4P3 (E-Mail: girvine@upei.ca). Deadline: March 30th, 2007. The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, "All qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority."

N

■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics), micro/nano instruments (e.g. nanoscale spectrometry, fluidics), nanobiosystems (e.g., nanomedicine, biomaterials), and nanomaterials (e.g. nanocrystals, nano-engineered membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: nefaculty-hiring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

■ **NURSING — University of Western Ontario.** Applications or nominations are invited for an exciting leadership position as the Director of the School of Nursing in the Faculty of Health Sciences. This is an outstanding opportunity to exercise creative leadership in teaching, research and administration, building on new directions and a record of excellence in the School. The selected candidate will assume a senior academic rank with tenure. Commitment to quality education, a strong research record, excellent interpersonal and collaborative skills, and the ability to promote a positive image of the School of Nursing are essential. At the Faculty level, the Director will play a key role within a dynamic Faculty of Health Sciences' Leadership Team. The University of Western Ontario is one of Canada's leading research-intensive universities and is committed to providing the "best student experience" in the country. It is located in London, Ontario, known as the "Forest City", a diverse and vibrant community with a population of 385,000. Home to a major academic health sciences centre, London provides many opportunities for cutting-edge, interdisciplinary practice, education and research. Established in 1920, the School of Nursing has a longstanding commitment to excellence and innovation in education, research and scholarship. Research programs embrace a framework of empowerment in nursing education, practice and health care delivery. As leading researchers, faculty are engaged in top-rate, funded programs in areas of key importance to the discipline and are shaping the face of interdisciplinary scholarship through peer-review and leadership activities. The Nursing Research Unit (NRU) is a key resource for faculty and graduate students, providing administrative support for research and opportunities for consultation and ongoing research development. Faculty are affiliated with numerous research centers and networks within the broader university community, adding to the variety of research activities.

The School of Nursing currently enrols 800 undergraduate and 60 graduate students. At the undergraduate level, three options lead to a Bachelor of Science in Nursing (BScN) degree: a 4-year program offered in collaboration with Fanshawe College, an online program for Registered Nurses and an 18-month Compressed Time-Frame Program. A Primary Care Nurse Practitioner Certificate Program is offered through a 10-university consortium. A high-demand program with many progressive features, the undergraduate program emphasizes caring and health promotion, providing clinical educational experiences in primary, secondary and tertiary care settings. Western's BScN graduates consistently place at the top of the Canadian Registered Nurse Examinations. Faculty members strive to nurture students in developing their leadership potential using innovative models of education, research and practice. At the graduate level, the MScN and PhD programs are structured to foster high standards of scholarship within an environment that promotes a high degree of student-faculty interaction, collaboration and mentoring. Three fields of study that reflect faculty interests and expertise are offered: Nursing Education, Nursing Administration and Health Services Delivery, and Health Promotion and Healing. The MScN program boasts a unique history being the first of its kind in Canada and our graduates continue to distinguish themselves as leaders in practice, education, research and policy. Introduced in 2001, the PhD program continues to attract high calibre scholars from Canada and abroad who seek an intensive opportunity to study with experienced faculty in an intimate, student-centered environment. Additional information about the School can be obtained at www.uwo.ca/the/nursing. An appointment period up to five years will afford the successful candidate both the time and the flexibility required to lead the School. The effective date of this appointment is July 1, 2007. Nominations and applications (including names of three references) should be sent to: Dr. W. James Weese, Professor and Dean, Faculty of Health Sciences, 2DDJ - Arthur & Sonia Labatt Health Sciences Building, The University of Western Ontario, London, Ontario, N6A 5B9; www.uwo.ca/fhs/. The deadline for receipt of applications is March 22, 2007. Please quote number HS-074 on all correspondence. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

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■ **PEDIATRIC SURGERY — University of Alberta.** The Division of Pediatric Surgery, Department of Surgery, Faculty of Medicine and Dentistry at the University of Alberta, Canada, invites applications for a contingent faculty position. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. We seek an individual who will complement and extend our existing strengths in cell signaling/cell cycle, protein targeting, organelle biogenesis, cell-cell interaction, neurobiology and RNA localization. We are particularly interested in individuals who investigate questions of musculoskeletal growth and development particularly with respect to the spine, although applicants in all areas of modern cell biology related to growth and development will be considered. Applicants should have a PhD, a proven record of research achievement and will be expected to apply for funding from the Alberta Heritage Foundation for Medical Research and other granting agencies. The successful candidate will conduct a research program in collaboration with a multidisciplinary research group at the University of Alberta. A contribution to the Department's teaching program will also be expected. Please send a curriculum vitae, a two-page statement of research interests, and arrange to have three letters of reference sent on your behalf to: Dr. Douglas Hedden, Chair, Department of Surgery, University of Alberta, Edmonton, Alberta, Canada, T6G 2B7. Consideration of applications will begin on April 30, 2007 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **PHARMACY — University of Waterloo.** The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between UW, its Research Institute for Aging, RBJ Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. (a dynamic and innovative organization that features eight seniors' care facilities (Long-Term Care, Retirement Home, Apartment) located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70 percent of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psycho-social, and economic outcomes in the geriatric setting; develop and use data repositories and novel population-based methods to optimize the uses of medications, and for the identification or confirmation of adverse events; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research

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Queen's SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION:
Queen's School of Business is one of the world's premier business schools. It has an outstanding reputation for innovation and a rich tradition of research excellence. Our MSc. and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program has the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has also gained international recognition for its MBA and open-enrolment executive education programs. *Business Week* ranks Queen's full-time MBA for Science & Technology #1 in Canada and #1 outside the U.S., Queen's Executive MBA #1 in Canada and #21 in the world, and Queen's Executive Development Centre #1 in Canada and #10 in the world. *Financial Times* also ranks Queen's among the best business schools in the world. Queen's School of Business is also home to the Queen's Centre for Business Venturing, the Queen's Centre for Corporate Social Responsibility and the Monieson Centre, a global leader in research of knowledge-based enterprises. Queen's School of Business is fully accredited by the AACSB (The Association to Advance Collegiate Schools of Business) and the Association of MBA's. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the *Report on Business*, *Chatelaine* and the *Imperial Oil Review*.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at www.queensu.ca/qufa. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2007, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Brent Gallupe, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall – Rm. 346
Kingston, Ontario K7L 3N6

www.business.queensu.ca

Athabasca University
Canada's Open University™

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 32,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position located in **Athabasca, AB:**

Assistant/Associate/Full Professor, Marketing
School of Business

The Assistant/Associate/Full Professor, Marketing will be part of a highly motivated team advancing technological boundaries in undergraduate business education and global delivery of our online Bachelor of Commerce, Marketing major. The successful candidate will possess a PhD (or be near completion) in marketing or a related discipline. A strong commitment to marketing teaching and research, and expertise in marketing research, consumer behaviour, international business and e-marketing would be desirable. An ability to collaborate with a team in the development of a comprehensive marketing program is necessary. All educational credentials must be recognized in Canada.

Please refer to the full job profile on our Web site at: **www1.athabascau.ca/hr/careers/jobs**

This is an AUFA tenure-track position. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Further information about this position may be obtained from **Dr. Alex Kondra at (780) 675-6807 or via e-mail: alexk@athabascau.ca**

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae and the names and addresses of three referees, quoting **Competition #CA-APM-0117.** Applications should be e-mailed to the **Human Resources Advisor, Human Resources, etresume@athabascau.ca.** The position will remain open until a suitable candidate has been found; however, the selection committee will start reviewing applications **March 15, 2007.**

Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca

CAREERS CARRIÈRES

program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and/or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer e rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in January 2008, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1–2 pages) of the proposed scholarly activity , 4) a one-page statement regarding teaching philosophy, and 5) e concise statement regarding experiences in inter, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHILOSOPHY** — SANSKRIT INSTRUCTOR AVAILABLE — Introductory, intermediate, advanced Sanskrit instruction, oral and/or written format. Contact Stephen Gadsden. E-mail: info@writersinc.ca. Telephone: 905-713-0707.

■ **PHYSICS & ASTRONOMY — Brandon University.** Applications are invited for a tenure-track position and a three-year term position (with possibility of renewal) in the Department of Physics and Astronomy at Brandon University, subject to budget approval. Applications are solicited from all fields of Physics and Astronomy. A PhD is required for these positions. Although Brandon University is a predominantly undergraduate institution, the department includes several postdoctoral fellows and graduate students. The department also houses a modern solid/liquid NMR facility and a Linux cluster. Ability to utilize the NMR facility for research would be an asset. A successful track record of teaching and research will be an important consideration. For more information on the department please see http://www.brandonu.ca/physics or contact the Department Chair (fugfeberg@brandonu.ca). Applications should include vitae, transcripts, documentation of teaching experience, a statement of research interests and the names and e-mail addresses of three references. If applying via e-mail, submissions should be in a single file of a reasonable size. Deadline for Applications: March 31, 2007, or until position is filled. Rank: Dependent on qualifications and experience. Start Date: August 1, 2007. Please address applications to: Dr. Austin Gulliver, Dean of Science, Brandon University, Brandon, MB, R7A 6A9; Fax: (204-728-7346); E-mail: gulliver@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at the time of interview.

■ **PHYSICS & ASTRONOMY — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the: Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PHYSICS & ASTRONOMY — University of Waterloo.** The Department of Physics and Astronomy, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level in nanophysics. For exceptional or senior candidates, an appointment at a higher level may be possible. More than one position may be available depending on our funding situation. We are seeking applications from both theorists and experimentalists. Further information about the Department can be found on our web page: http://www.physics.uwaterloo.ca. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for at least three letters of reference to be sent. Materials should be received by April 15, 2007 and addressed to Prof. Robert Mann, Chair, Nanophysics Search, Department of Physics and Astronomy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 36831; E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHYSIQUE & ASTRONOMIE — Université Laurentienne.** Sous réserve d'approbation budgétaire. Annonce #54: Le département de physique et d'astronomie sollicite des candidat(e)s pour un poste à durée limitée de deux ans. Il faut être titulaire d'un doctorat en physique. Les candidat(e)s doivent pouvoir enseigner en français, établir un programme de recherche vigoureux dans le domaine de la physique médicale ou biomédicale, et contribuer au développement du curriculum dans ce même domaine. Les candidat(e)s doivent faire parvenir une lettre d'accompagnement indiquant le numéro de l'annonce, un curriculum vitae, une liste de publications, un résumé des champs d'intérêts de recherche, et trois lettres de recommandations à: Harley d'Entremont, Université Laurentienne, 935 chemin du lac Ramsey, Sudbury, ON, P3E 2C6 ou à asr@laurentienne.ca. Plus d'informations sont disponibles à: www.laurentienne.ca. Les professeurs de l'UL font partie de l'APUL (Association des professeurs de l'Université Laurentienne). Plus de renseignements ainsi que la convention collective sont disponibles à: www.lufapul.ca.

■ **PLANNING (PUBLIC HEALTH) — University of Waterloo.** The School of Planning and the Department of Health Studies and Gerontology at the University of Waterloo invite applications for a faculty position (tenured or tenure-track) in a discipline relevant to the planning aspects of public health. This position will support the university's new Master of Public Health (MPH) program, as well as the thesis-based Masters and Doctoral research programs in Health Studies and Planning. Suitable academic disciplines will include community or population epidemiology, medical/health geography, demography, public health, and other relevant disciplines with a strong quantitative orientation to public health problems, such as the health impacts of the built environment, land use planning, and associated human activity patterns. Candidates with a demonstrated background and research record in demographic analysis or in spatial-temporal analysis of public health problems (e.g. GIS methods, spatial epidemiology, or public health informatics) are especially encouraged to apply. The University of Waterloo has recently initiated a significant expansion in teaching and research within the area of public health, both at the undergraduate and graduate levels. At the graduate level, a new Master of Public Health (MPH) program has been developed within the Faculty of Applied Health Sciences to complement existing research-oriented MSc and PhD programs. Having received formal approval from the Province of Ontario, the MPH program will begin offering courses to its initial class of students starting in August 2007. It is anticipated that the MPH program will grow to a total enrolment of up to 100 students by the end of the decade. The successful candidate will be located in the School of Planning and hold a joint appointment with the Department of Health Studies and Gerontology. Teaching and mentorship components of the MPH program will comprise a significant portion of the applicant's duties. Working within a normal teaching load limit, additional duties will consist of undergraduate and graduate teaching in both academic units, including the supervision of MSc and PhD students, and the development/continuation of an independent research program in the public health field. Although an appointment at the Assistant/Associate Professor level is anticipated, applicants at the Full Professor level with exceptional records will be given serious consideration. Applicants should have a demonstrated interest for research in one or more areas that complement those represented among the epidemiologists and biostatisticians participating in the MPH program. Excellent teaching and communication skills are also essential. The effective date is expected to be July 1, 2007 but early or later appointments are also possible if warranted. The closing date for applications is April 30, 2007. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor Murray Haight, Director, School of Planning, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PLANNING (URBAN DESIGN) — University of Waterloo.** Applications are invited for an Assistant Professor tenure track position in Urban Design. The ideal candidate will have doctoral level urban design credentials, however demonstrated expertise in urban design from doctoral level landscape architecture or environmental design training will

UNIVERSITY OF WATERLOO

Waterloo FACULTY OF ENGINEERING MANAGEMENT SCIENCES

Building on our record of excellence in undergraduate education, Waterloo Engineering is working to become Canada's premier engineering school through its Vision 2010 Strategic Plan. The plan is ambitious, but practical.

The Department of Management Sciences is proud to play a significant role in the Vision 2010 Plan with a new undergraduate program in Management Engineering. This program, unique in Canada, will start in September 2007. Management Sciences will be hiring 13 new faculty members between now and 2010 to accommodate this growth.

Management Engineering integrates the knowledge from traditional areas of industrial and systems engineering, operations research and information systems. It couples this knowledge with the social sciences and tools drawn from management and business.

We now invite applications for three tenure-track/tenured faculty positions at the Assistant, Associate or Full Professor level. Faculty members are expected to teach both undergraduate and graduate courses, supervise graduate students, and develop a strong sponsored research program. Candidates with an undergraduate degree in engineering or those who may qualify for registration as a Professional Engineer are preferred.

■ BEHAVIOURAL SCIENCES
We seek an individual with a Ph.D. in a behavioural science including, but not limited to, organizational behaviour, psychology, sociology, or industrial/systems engineering with interests related to work, technology and organization.

■ INFORMATION SYSTEMS
We seek an individual with a Ph.D. in information systems with a background in, but not limited to, information science, software engineering, computer science, or industrial/systems engineering. The successful candidate will have interests in the applied use of information theory, systems and/or technology to decisions made by organizations or individuals.

■ OPERATIONS RESEARCH
We seek an individual with a PhD in applied operations research or management who has interests in both theoretical and applied aspects of probabilistic modelling. The successful candidate will have research and teaching interests in inventory/supply chain management, transportation, energy or health care management.

Applications should include a CV, a statement of research and teaching interests, one or more published or unpublished papers, and the names of at least three references. For more information about the application process, please refer to http://www.mansci.uwaterloo.ca/ or contact the departmental chair:

Dr. Elizabeth Jewkes
Department of Management Sciences
University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1
emjewkes@uwaterloo.ca

Review of applications will begin by February 28, 2007 and will continue until the positions are filled.

All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

University of Waterloo

BUILDING A TALENT TRUST

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York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Global, innovative and diverse, the Schulich School of Business enrols some 3,000 students over three semesters in undergraduate, graduate and postgraduate Business degree programs that lead to careers in the private, public and not-for-profit sectors. Located in Toronto, Canada, the School's new multimillion-dollar complex is on York University's main campus. Schulich's downtown Miles S. Nadal Management Centre is situated in the heart of the city's financial district.

Schulich School of Business

SENIOR ASSISTANT/ ASSOCIATE-LEVEL POSITION IN CONSUMER BEHAVIOUR

The Schulich School of Business invites applications for a tenure-stream opening in Marketing, effective July 1, 2007, subject to budgetary approval. Preferred candidates will be at the Senior Assistant or Associate Professor level, and have: extensive familiarity with psychological theories, preferably developed through some graduate training in psychology; training and a demonstrated depth of experience in experimental research, a track record of published work in top-tier journals and ongoing work targeting similar journals; willingness and ability to contribute to the doctoral program; evidence of teaching effectiveness; a completed doctorate. Ideally, the successful candidate will have experience teaching doctoral courses and advising or supervising PhD students.

Salary and benefits are competitive. Applicants should send an application letter, curriculum vitae, three letters of reference, examples of research, and information regarding teaching performance, by **April 15, 2007, to: Professor Eileen Fischer, Marketing Area Co-ordinator, Schulich School of Business, Room N304E, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Schulich School of Business York University

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CAREERS CARRIÈRES

Assistant Professor
Environmental Geochemistry
VPA# EASC-2006-001

MEMORIAL UNIVERSITY

The Department of Earth Sciences, Memorial University of Newfoundland invites applications for a tenure track faculty position at the assistant professor level in the broad field of environmental geochemistry (Ref.: VPA#EASC-2006-001). The applicants' specific interests may include but are not limited to biogeochemistry, application of geochemical and isotopic methods to environmental problems, microbe-mineral interaction, chemical speciation, transport and fate of organic and organometallic compounds, water resources, and global environmental change. We are particularly interested in applicants with experience and a continuing interest in applications of genomic, molecular, or isotopic approaches to geomicrobiological and/or biogeochemical research.

Memorial University has one of the largest and most diverse Earth Science departments in Canada. With 34 faculty members including 3 Canada Research Chairs, over 15 staff members, and leading-edge teaching and research facilities, the department is able to offer high quality undergraduate and graduate degree programs. The successful candidate will have access to modern analytical facilities listed at (www.mun.ca/earthsciences/facilities/). In additron, Memorial Unrversity's CREAIT (www.mun.ca/creait/maf/ICPMS.php) network rs accessible to all faculty and offers additional analytical and experimental facilities, many overseen by faculty in the Department of Earth Sciences. Other research and teaching resources available at Memorial University include the Ocean Sciences Centre, the Bonne Bay Marine Station in Gros Morne National Park, the Labrador Institute, and the Harlow Campus outside London, England.

Applicants must possess a Ph.D. and should preferably have post-doctoral experience. The successful candidate is expected to maintain a vigorous research program, sustain a strong record of peer-reviewed publication and external funding, advise and mentor undergraduate and graduate students, and contribute energetically to the teaching mission of the department. In addition to its own M.Sc. and Ph.D. programs in environmental earth science, the Earth Sciences Department participates in Memorial's interdisciplinary graduate program in environmental science (www.mun.ca/science/envs/).

Applications must be received by **March15th, 2007**. Candidates should submit a letter of application with the names and addresses (including email) of three referees, current curriculum vitae, and a statement of planned research program and teaching interests to: **Dr. John M. Hanchar, Head, Department of Earth Sciences, Memorial University of Newfoundland, St. John's, NL, Canada A1B 3X5**, or, preferably, Email applications in PDF format to: head@esd.mun.ca Additional information is available at www.mun.ca/earthsciences/about/ or by contacting Dr. John M. Hanchar, Head of Earth Sciences at head@esd.mun.ca or by telephone at 709-737-2334

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational life of Newfoundland and Labrador. Offering a diverse set of undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's (http://www.stjohns.ca/index.jsp), a very safe, friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities and candidates eligible for NSERC University Faculty Awards are encouraged to apply.

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

www.careers.ualberta.ca

Associate or Full Professor, Senior Position in Humanities Computing

The Humanities Computing Programme (HuCo) and the Faculty of Arts at the University of Alberta invite applications for a tenured appointment at the senior Associate or Full Professor level, commencing July 1, 2008. The Humanities Computing Programme has developed a significant national and international reputation in digitally-enhanced teaching and research in the liberal arts. We welcome applicants who will extend and enhance this profile; assist in the establishment of a doctoral programme in Humanities Computing; initiate, develop, and lead substantial research projects at the national and international level; and strengthen interdisciplinary links within and across faculties at the university.

The successful candidate will be a leader in the Humanities Computing community with a national and international reputation for excellence in technologically-enhanced teaching and research in the Arts. A PhD is required. Applicants should be leaders in the conduct, reporting, and dissemination of research work on the application of leading-edge approaches to humanities computing disciplines, such as knowledge representation, visual communication design, new media, hypertext, text corpora, text encoding and analysis, computational linguistics, statistical models, and broad library and research-based work that focuses on significant issues of textuality, interfaces, and information browsing and retrieval. Candidates should have significant experience in curriculum development in communication and digital media programmes at the graduate and/or undergraduate level. We would specifically welcome applicants who have led the successful development of new degree programmes. Candidates will have a substantial track record of success in obtaining funding from national and international agencies in infrastructure and research development. Candidates will have significant successful experience teaching at the undergraduate and graduate level and will be expected to continue to do so in this position.

Candidates should send the Director a letter of application, a complete curriculum vitae (with full contact information including phone numbers and an email address), a teaching dossier, an evaluation of teaching performance, and the names and institutional contact information of three referees invited to write on behalf of the applicant. Please arrange to have these supporting letters sent directly to the Director. The department of appointment will be based on the area of specialization of the successful candidate. Salary is commensurate with experience and rank. The closing dale for applications is April 2, 2007.

All application material should be sent to the following address:

Sean Gouglas, Director
Humanities Computing Programme
Office of Interdisciplinary Studies
1-59 Humanities Centre
University of Alberta
Edmonlon, Alberta, Canada T6G 2E5

Established in 1908, and located in the city of Edmonton, the University of Alberta (www.ualberta.ca) serves over 35,500 students in more than 200 undergraduate and 170 graduate programmes; the Faculty of Arts (www.arts.ualberta.ca) is the oldest and most diverse faculty on campus, with significant resources. The Humanities Computing Programme (http://huco.ualberta.ca) is a unique, vibrant, and collegial unit with a reputation for innovative teaching, research, and service. For further information about lhe position or the programme, please contact the Director by email at sean.gouglas@ualberta.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Les Carrières > Travail Académique.ca

also be considered, a mix of international and North American urban design project experience and demonstrate potential for leadership in developing instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning studies.) The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc). An additional interest in one or more of: heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement; and since the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with awards and/or publishing might be accepted if the individual has masters level credentials.) Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, e portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Applications will be considered at any time until the position is filled. Send to: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; mehaight@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

■ **POLITICAL SCIENCE — Laurentian University.** Subject to budgetary approval. Ad #55: The Department of Political Science invites applications for a 12-month contract position in Political Science in comparative politics/international relations. Teaching is at the undergraduate level; prior university teaching experience will be an asset. Preference will be given to candidates with a completed or near-completed PhD. Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, a summary of research interests, e research proposal indicating equipment needs and three letters of reference aodressed to: Harley d'Entremont, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON, P3E 2C6 or by e-mail to asr@laurentian.ca. Information can be found at www.laurentian.ca. LU faculty are part of LUFA (the Laurentian University Faculty Association), information and the Collective Agreement can be found at www.lufapul.ca.

■ **PSYCHOLOGIE — Université Laurentienne.** Sous réserve d'approbation budgétaire. Annonce #57: **Un poste à durée limitée.** Les candidat(e)s doivent être admissibles à l'Ordre des psychologues de l'Ontario. Enseigner, en français, certains des cours suivants au 1er cycle: Introduction à la psychologie, Psychologie clinique, Psychopathologie, Personnalité, Psychologie sociale, Statistiques. L'enseignement d'autres cours est possible en fonction des intérêts du candidat. La participation au programme proposé de maîtrise en psychologie, avec volet clinique, est désirable. Les candidat(e)s doivent faire parvenir une lettre d'accompagnement indiquant le numéro de l'annonce, un curriculum vitae, une liste de publications, un résumé des champs d'intérêts de recherche, un projet de recherche indiquant tes besoins d'équipement et trois lettres de recommandations à Harley d'Entremont, Université Laurentienne, 935 chemin du lac Ramsey, Sudbury, ON, P3E 2C6. Courriel: asr@laurentienne.ca. Plus d'informations sont disponibles à: www.laurentienne.ca. Les professeurs de l'UL font partie de l'APUL (Association des professeurs de l'Université Laurentienne). Plus de renseignements ainsi que la convention collective sont disponibles à: www.lufapul.ca.

■ **PSYCHOLOGY — Laurentian University.** Subject to budgetary approval. Ad #56: The Department of Psychology invites applications for two limited term appointments. Applicants will be expected to teach Social Psychology and other mutually agreed upon courses. The department offers the opportunity to teach graduate courses and supervise research. The successful candidate should have a completed PhD, demonstrate research productivity, and have teaching experience. Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, a summary of research interests, a research proposal indicating equipment needs and three letters of reference addressed to: Harley d'Entremont, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON, P3E 2C6 or by e-mail to asr@laurentian.ca. Information can be found at www.laurentian.ca. LU faculty are part of LUFA (the Laurentian University Faculty Association), information and the Collective Agreement can be found at www.lufapul.ca.

■ **PSYCHOLOGY — Brandon University.** The Department of Psychology at Brandon University invites applications for a tenure track position in Experimental Psychology, subject to budget. While applicants in any area of Experimentel Psychology are encouraged to apply, the Department is particularly interested in receiving applications from candidates who can demonstrate background preparation necessary to teach courses in Child Ovelopment. Candidates should have, or be neal completion of, a PhD in Experimental Psychology (Developmental Psychology preferred). Duties will include teaching courses in Child Psychology, Introductory Psychology, and other courses as determined by the Department and the candidate. The successful candidate will be expected to supervise honors research theses and engage in an ongoing program of research. Application Deadline: April 15, 2007. Start Date: August 1, 2007. Salary and Rank: Commensurate with the successful candidate's qualifications and experience. Please indicate citizenship or Canadian immigration status, and send curriculum vita, transcripts, and three letters of reference to: Or. Austin Gulliver, Dean of Science, Brandon University, Brandon, Manitoba, R7A 6A9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ **PSYCHOLOGY — University of Windsor.** The University of Windsor invites applications for a Tenure-Track Position in Psychology/Academic Writing in the Department of Psychology at the rank of Assistant Professor commencing July 1, 2007. The successful candidate should have advanced degrees in Post-Secondary Education and Psychology, including a PhD by or near the date of appointment and a strong commitment to the scientific/practitioner model. The successful candidate will also show clear evidence of a substantial record or promise for developing a research program consistent with the goals of the Psychology Department. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Shelagh Towson, Chair, Appointments Committee, Department of Psychology, University of Windsor, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000, Ext. 2215; Fax: (519) 973-7021; Email: towson@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Or. Janice Drakich, Director, Faculty Recruitment at 1-877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561 1432 or Email: recruit@uwindsor.ca.

■ **PSYCHOLOGY, NEUROSCIENCE & BEHAVIOUR — McMaster University.** The Department of Psychology, Neuroscience and Behaviour at McMaster University invites applications for a tenure-track Assistant Professorship to commence July 1, 2007, in the area of evolutionary psychology. We construe this area broadly to encompass the full gamut of approaches that apply evolutionary theory to the study of cognition, preferences and behaviour, but for this position we seek a scientist who principally studies humans. The Department of Psychology, Neuroscience and Behaviour at McMaster University has particular strengths in the areas of animal behaviour, evolutionary psychology, behavioural ecology, neuroscience, development, perception, and cognition. Candidates whose work would complement that of other Department faculty are especially welcome to apply. Candidates should have a PhD and will need to show evidence of a vigorous research program, promise of leadership in their field(s), and commitment to both undergraduate and graduate education. Applicants should send e curriculum vitae, statement of research interests, and copies of up to three representative papers to: Or. Martin Daly, Chair, Evolutionary Psychology Search Committee, Department of Psychology, Neuroscience and Behaviour, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4K1. Candidates should also arrange to have three letters of recommendation sent to Or. Daly. Review of applications will begin on February 15, 2007, and continue until the position is filled. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities, and persons with disabilities.

R

■ **RELIGION — SANSKRIT INSTRUCTOR AVAILABLE** — Introductory, intermediate, advanced Sanskrit instruction, oral and/or written format. Contact Stephen Gadsden. E-mail: Info@watersinc.ca. Telephone: 905-713-0707.

S

■ **SOCIOLOGIE — Université Laurentienne.** Sous réserve d'approbation budgétaire. Annonce #58: Le département de sociologie sollicite des candidatures pour un poste de dix mois. La personne retenue enseignera des cours au baccalauréat. Elle pourrait enseigner dans certains des champs suivants: Introduction à la sociologie, méthodologie de recherche, problèmes sociaux, et sociologie de la santé. Les candidat(e)s doivent faire parvenir une lettre d'accompagnement indiquant le numéro de l'annonce, un curriculum vitae, une liste de publications, un résumé des champs d'intérêts de recherche, un projet de recherche indiquant les besoins d'équipement et trois lettres de recommandations à Harley d'Entremont, Université Laurentienne, 935 chemin du lac Ramsey, Sudbury, ON, P3E 2C6. Courriel: asr@laurentienne.ca. Plus d'informations sont disponibles à: www.laurentienne.ca. Les professeurs de l'UL font partie de l'APUL (Association des professeurs de l'Université Laurentienne). Plus de renseignements ainsi que la convention collective sont disponibles à: www.lufapul.ca.

■ **SOCIOLOGY — Laurentian University.** Subject to budgetary approval. Ad #59: The Department of Sociology invites applications for a ten-month replacement. Preference will be given to candidates with a PhD, a successful teaching record, and expertise in the following areas: at the graduate level — social theories; at the undergraduate level — social theories and research methods (especially qualitative methods). Expertise in the sociology of gender and sexuality, political sociology, media and pop culture, or youth and the law are also welcome. Applicants should provide e covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, and three letters of reference addressed to: Harley d'Entremont, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON, P3E 2C6 or by e-mail to asr@laurentian.ca. Information can be found at www.laurentian.ca. LU faculty are part of LUFA (the Laurentian University Faculty Association), Information and the Collective Agreement can be found at www.lufapul.ca.

■ **SOCIOLOGY — Thompson Rivers University.** Duties: The Department of Sociology and Anthropology, at Thompson Rivers University (TRU), located in Kamloops, British Columbia is seeking to fill a full-time sessional position for the Fall 2007 and Winter 2008 terms. Applicants should have a teaching and research agenda encompassing Social Justice and Aboriginal issues. Qualifications: PhO in Sociology or completion of degree by date of appointment. The candidate will have a demonstrated ability to teach courses in the following areas: Introductory Sociology; Crime and Justice; Deviance and Social Control. Term of Employment: 01 August 2007 to 30 April 2008. Closing date for applications: Applications will be reviewed commencing 15 March 2007, and may continue until position is filled. All qualified candidates are encouraged to apply; however, Canadians and permenent residents will be given priority. Thompson Rivers University is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #07-009 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts. Please submit your application by mail to: Career Opportunities, Human Resources Division, Thompson Rivers University, P.O. Box 3010, Kamloops, British Columbia, V2C 5N3, Canada; or by fax to: Fax 1-250-828-5338 or by email to: jobopp@tru.ca.

■ **SOCIOLOGY — University of Windsor.** The University of Windsor invites applications for a one-year limited-term position in the Department of Sociology and Anthropology in the area of Qualitative/Quantitative Methods commencing July 1, 2007 at the rank of Assistant Professor. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Or. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2190; Fax: 519-971-3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Orector, Faculty Recruitment at 877.665.6608 (Toll free) within North America, call collect outside of North America at 519.561.1432 or Email: recruit@uwindsor.ca.

■ **SOCIOLOGY — Brandon University.** The Department of Sociology at Brandon University invites applications for a probationary (tenure-track) appointment subject to budget. The PhO is preferred but ABO applicants will also be considered. The successful can-

CAREERS CARRIÈRES

didate will be able to teach sociology of family/marriage, and one or more of the following areas: sociology of religion, aging, environmental sociology, sociology of mental health, and rural sociology. Salary: Commensurate with qualifications and experience. Start date: August 2007. Deadline for applications: 30 April 2007 or until the position is filled. Interested candidates should forward their curriculum vitae, the names of three references, a teaching dossier including course evaluations and a sample publication to: Dr. Reinhold Kramer, Acting Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A9; socresearch@brandonu.ca. Short-listed candidates will be required to provide official graduate transcripts at the time of interview. For additional information about Brandon University please visit our web site: www.brandonu.ca All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply

W

■ **WOMEN'S STUDIES — University of Waterloo.** The Women's Studies Program, Faculty of Arts, at the University of Waterloo invites applications for an open-rank appointment jointly in Women's Studies and a department in the faculties of Applied Health Sciences, Arts, Engineering, or Environmental Studies. Applicants with expertise in Women's Studies and any other discipline are welcome; those with a Women's Studies and an Anthropology, English, History, Philosophy, or Recreation and Leisure Studies background are especially welcome to apply. The start date for this position will be 1 September 2007 or a mutually acceptable time. The successful candidate will be a strong feminist scholar with a core interest in women and technology, health, and/or science and a PhD in Women's Studies or a cognate field. A clear emphasis on a program of research on women and technology, health, and/or science, and experience in teaching feminist and interdisciplinary approaches to Women's Studies at the undergraduate level, are required. More specifically, candidates should be proficient in research and teaching in one or more of the following dimensions of women and health or women and technology: women and health communication, women and technical design, women and health policy, women and social knowledge, women and sexuality. Candidates will also demonstrate the ability to teach some of the required courses in Women's Studies. Finally, candidates should be prepared to serve in the near future as Director of Women's Studies, and to help spearhead the development of the University of Waterloo's unique-in-Canada Women's Studies program dedicated to the study of women and technology, health, and science. Interested persons are invited to view the program's website at: www.womens studies.uwaterloo.ca. The Faculty of Arts at the University of Waterloo is well-known for excellence in undergraduate and graduate instruction, is committed to innovation, and supports knowledge mobilization in the social sciences and humanities. Arts is in a period of significant faculty growth and expansion in graduate activity. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. Highly rated by the national rankings of Maclean's, the University is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. The University aims to hire individuals who have demonstrated excellence in teaching, research, and scholarship, and especially those who have well-established research programs. The successful applicant will be expected to have a continuing research program and to seek external research funding. New faculty are eligible for internal funding in support of research and scholarly activities. Applicants should submit a letter of application, an example of their published research, and a current CV, and arrange for three confidential letters of reference to be forwarded to: Dr. Fraser Easton, Chair of the Women's Studies Advisory Board, Women's Studies Program, University of Waterloo, 200 University Ave. W., Waterloo, On, N2L 3G1, Canada. The review of applications will begin 1 March 2007 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. For more information about the University of Waterloo, please visit our website at www.uwaterloo.ca.

ACCOMMODATIONS

■ **EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat for rent from September 2007 to June 2008. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 748-1011 x 1238 Trent University; Email: kchittick@trentu.ca or swbrown@trentu.ca.

■ **TORONTO, ONTARIO** — 4-bedroom, 3-floors in Roncesvalles Village. Available May–August. 3 bathrooms, wireless high-speed internet, all appliances, cable TV, fenced yard and garden, close to High Park. $3000/month inclusive. E-mail: g.schellenberg@utoronto.ca.

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Mount Royal College was founded in 1910 with the goal of helping students achieve their full potential. Mount Royal seeks innovative ways to meet the changing post-secondary needs of students, employers and the wider community. Teaching excellence, program relevance and a dynamic learning experience – the hallmarks of a Mount Royal education – are dedicated to one goal: the success of Mount Royal students. For more information about Mount Royal College, please visit www.mtroyal.ca.

Dean, Centre for Communication Studies

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A Master's or Ph.D. is preferred. Candidates with an extensive and impressive combination of education and experience may be considered. Your background includes direct experience with communications, public relations, journalism, technical communication or electronic publication, as well as exposure to managing a team, budgets and administration. You have an understanding of research and its role within a university setting and are comfortable working with multiple stakeholders.

For a full job description or more information, please contact or submit a resume to:

Diane Chua, Associate, Boyden Global Executive Search dchua@boyden.com

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

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Careers > AcademicWork.ca

ROYAL MILITARY COLLEGE OF CANADA

Assistant Professor
Department of Physics

The Physics Department of the Royal Military College of Canada in Kingston, Ontario invites applications for a tenure track position at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience.

The required qualifications are a PhD in physics or a related field, acceptable background to teach undergraduate and postgraduate physics courses, acceptable experience conducting research in a physics related field and the potential to attract research funding. Although excellent candidates in all fields of expertise are sought, preference will be given to those who have a demonstrated expertise in areas such as satellite remote sensing or space surveillance.

The successful candidate must be prepared to teach in French at the undergraduate level in a physics programme, and to participate in the development and supervision of undergraduate students in the laboratory and in student projects. The candidate will also be actively involved in graduate-level teaching and supervision in the areas of Space Science and Physics and will be required to conduct an active research programs in a field compatible with current areas of research interests within the department, preferably in the area of space science.

This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various language requirements.

This position will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range is for an Assistant Professor is from $46,283 to $84,515 plus an annual terminable allowance of $3,300. The starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including a copy of their transcripts, evidence of teaching ability, a summary of research interests, sample publications and names of three references to:

Mrs. Doris Meade
Civilian Human Resources Office (Kingston)
Canadian Forces Base Kingston
P.O. Box 17000, Station Forces
11 Mercury Cres, Kingston, Ontario K7K 7B4
Phone: (613) 541-5010, ext 2218
Fax: (613) 541-4496
Email: Meade.DM@forces.gc.ca

The expected starting time for the position is the summer of 2007. The closing date for the competition is **5 April 2007.**

In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates are required to state their citizenship in their application. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http:// www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

COLLÈGE MILITAIRE ROYAL DU CANADA

Professeur(e) adjoint(e)
Département de physique

Le Département de physique du Collège militaire royal du Canada à Kingston, en Ontario, vous invite à poser votre candidature à un poste de professeur adjoint ou, exceptionnellement, d'un niveau correspondant à l'expérience du candidat et menant à la permanence.

Il vous faut un doctorat en physique ou dans un domaine connexe, des antécédents acceptables pour enseigner des cours de physique aux premier, deuxième et troisième cycles, une expérience acceptable de recherche dans un domaine lié à la physique et être en mesure d'obtenir des fonds pour cette recherche. Tous les domaines de recherche seront considérés, mais la préférence sera accordée aux personnes qui ont une expertise confirmée dans les domaines de télédétection à partir des satellites ou de surveillance de l'espace. Le candidat retenu doit être prêt à enseigner en français dans un programme de physique du premier cycle, ainsi qu'à participer au perfectionnement et à la supervision d'étudiants du premier cycle dans un laboratoire et dans le cadre de projets étudiants. En outre, le candidat devra participer activement à l'enseignement et à la supervision (deuxième et troisième cycle) dans les domaines des sciences spatiales et de la physique et sera appelé à diriger des programmes de recherche actifs dans un domaine correspondant aux intérêts de recherche actuels du département, de préférence en sciences spatiales. Ce poste bilingue requiert l'habilité de lire, comprendre et communiquer oralement dans les deux langues officielles (profil linguistique : PPP/PPP). Si aucun(e) des candidat(e)s ne devait se qualifier pour ce poste, une liste d'admissibilité pourrait être dressée pour doter des postes semblables, dont le profil et les diverses exigences linguistiques peuvent varier. Ce poste sera comblé à un grade et à un niveau salarial correspondant aux compétences et à l'expérience du candidat retenu. L'échelle salariale d'un professeur adjoint est de 46 283 $ à 84 515 $, plus une indemnité provisoire annuelle de 3 300 $. Le salaire de départ sera établi en fonction de l'expérience et des compétences. La nomination sera assujettie à une période de probation de trois ans. Les candidats intéressés doivent envoyer leur curriculum vitae, y compris un exemplaire de leurs relevés de notes, une preuve de leurs compétences en enseignement, un résumé de leurs intérêts de recherche, des échantillons de leurs publications et le nom de trois références à l'adresse suivante:

Mme Doris Meade
Bureau des ressources humaines civiles (Kingston)
Base des Forces canadiennes Kingston
Boîte postale 17000, succ. Forces
11 Mercury Cres, Kingston, Ontario K7K 7B4
Tél.: (613) 541-5010, poste 2218
Télécopie: (613) 541-4496
Courriel: Meade.DM@forces.gc.ca

Le titulaire devrait entrer en fonction pendant l'été 2007. Le concours se termine le **5 avril 2007.**

Conformément à la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens canadiens. Les candidats doivent indiquer leur citoyenneté sur leur demande. Les candidats qui détiennent des diplômes internationaux doivent fournir une preuve de leur équivalence canadienne. Pour de plus amples renseignements, consultez le site du Centre d'information canadien sur les diplômes internationaux à http:// www.cmec.ca/cicic/. Le Collège militaire royal du Canada est un établissement bilingue et mixte, et ce poste est offert équitablement aux femmes et aux hommes.

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